
JOBSERVE SPORTS AND SOCIAL CLUB
(A company limited by guarantee)

Unaudited

Trustee's report and financial statements

for the year ended June 30, 2021

JOBSERVE SPORTS AND SOCIAL CLUB
(A company limited by guarantee)

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**Reference and administrative details of the company, its trustee and advisers
for the year ended June 30, 2021**

Mr R. A. Cowling Mr C. Taylor Mr S. Montgomery Mr J. Dalton Mr J. Rodwell

Company registered number

6448783

Charity registered number

1128650

Registered office

Tower Business Park, Kelvedon Road, Tiptree, Essex, CO5 0LX

Accountants

Community360, Winsley's House, High Street, Colchester, Essex, CO1 1UG

**Trustee's report
for the year ended June 30, 2021**

The Trustees (who are also directors of the charity for the purposes of the Companies Act) present their annual report together with the financial statements of JobServe Sports and Social Club (the company) for the year ended June 30, 2020. The Trustees confirm that the Annual report and financial statements of the company comply with the current statutory requirements, the requirements of the company's governing document and the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in March 2005.

Structure, governance and management

a. CONSTITUTION

The company is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association on 10/12/2007.

The company is constituted under a Memorandum of Association dated 10/12/2007 and is a registered charity number 1128650.

The charitable objects are to provide sporting facilities for the local community and to encourage participation in a number of different sporting activities.

b. METHOD OF APPOINTMENT OR ELECTION OF TRUSTEES

The management of the company is the responsibility of the Trustees who are elected and co-opted under the terms of the Articles of Association.

c. ORGANISATIONAL STRUCTURE AND DECISION MAKING

The board of trustees administer the charity. The board meets on a regular basis to discuss the running of the charity.

Objectives and Activities

a. POLICIES AND OBJECTIVES

The charity's objectives are to provide sporting and social opportunities for all members of the local community that requires them.

Public Benefit

Our activities provide quality sporting and social opportunities for all members of the local community that require them. The charity provides a multi-sport facility to promote the development of meaningful sporting and social skills. During the period when planning the activities of the Charity, the Trustees have read and paid due regard to the Charity Commission's guidance on public benefit.

Achievements and performance

a. GOING CONCERN

After making appropriate enquiries, the trustees have a reasonable expectation that the company has adequate

**Trustee's report (continued)
for the year ended June 30, 2021**

resources and support from Aspire Media Group Limited to continue in operational existence for the foreseeable future. For this reason they continue to adopt the going concern basis in preparing the financial statements.

b. REVIEW OF ACTIVITIES

The main facilities of JobServe Sports and Social Club are based at Warriors' Rest, Maypole Road, Tiptree. The site consists of a clubhouse, bowling green, football pitches and a covered multi-use games area.

The following clubs are currently in residence at the site:

Tiptree JobServe Bowls Club (formerly Anchor Press Bowls Club)
Tiptree JobServe FC (a merger of The Sportsman's Football Club, Tiptree Minors Football Club & Tiptree Heath Football Club)
Warriors' Rest Clay Pidgeon Club

During the year all three clubs have developed their memberships and continue to attract participants in their respective sports.

c. INVESTMENT POLICY AND PERFORMANCE

Financial review

a. RESERVES POLICY

It is the trustees aim to hold unrestricted funds equivalent to 6 months expenditure. However due to the initial high startup costs incurred in the first trading period, the charity is currently in a deficit. It is hoped that these will be mitigated in forthcoming periods.

Restricted funds are made up of unexpended grant income which is recognised against the proportion of depreciation on the asset to which the grant relates.

b. DEFICIT

During the period of operation, the club has generated a significant deficit. Fortunately for the charity, it has the support of Aspire Media Group Limited and has received interest free loans which have allowed it to fund this deficit. In future periods it is expected that the club will generate sufficient subscriptions, donations, and sponsorship to at least break even.

Plans for the future

a. FUTURE DEVELOPMENTS

Due to the impact of the corona virus pandemic future development plans have been put on hold and remain so for the foreseeable future.

Continuing from year ended 30 June 2020 the charity will apply for a number of sources of grant funding, as well as receiving sponsorship and donations from local businesses with the aim of surviving these challenging times.

**Trustee's report (continued)
for the year ended June 30, 2021**

In preparing this report, the Trustee has taken advantage of the small companies exemptions provided by section 415A of the Companies Act 2006.

This report was approved by the Trustees on 19th January 2022 and signed on their behalf by:

A handwritten signature in black ink, appearing to be 'R.A. Cowling', written in a cursive style.

Mr R.A. Cowling
Trustee

**Independent examiner's
report for the year ended
June 30, 2021**

I report on the accounts of Jobserve Sports and Social Club for the year ended 30 June 2021 which are set out on pages 6 to 13.

Respective responsibilities of trustees and examiner

The Charity's Trustees are responsible for the preparation of the accounts. The Charity's Trustees consider that an audit is not required for this year (under section 144 (2) of the Charities Act 2011 (The Act) but that an independent examination is needed.

It is my responsibility to:

- Examine the accounts under section 145 of the Charities Act,
- To follow the procedures laid down in the General Directions given by the Charity Commissioners (under section 145(5)(b) of the Charities Act, and
- To state whether particular matters have come to my attention.

Basis of independent examiner's Statement

My examination was carried out in accordance with the General Directions given by the Charity Commissioners.

An examination includes a review of the accounting records kept by the Charity and a comparison of the accounts presented with those records. It also includes considerations of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

In the course of my examination, no material matters have come to my attention which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of the accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair' view which is not a matter considered as part of an independent examination.

I have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Shelley-Marie Rudling FMAAT for and on behalf of:
Community360

Winsley's House, High Street, Colchester, Essex



Date 17/2/2022

Statement of financial activities
(incorporating income and expenditure account)
for the year ended June 30, 2021

	Note	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
INCOMING RESOURCES				
Incoming resources from generated funds:				
Other incoming resources from charitable activities		55,045	55,045	66,930
TOTAL INCOMING RESOURCES	2	55,045	55,045	66,930
RESOURCES EXPENDED				
Charitable activities		36,559	36,559	53,439
TOTAL RESOURCES EXPENDED	5	36,559	36,559	53,439
MOVEMENT IN TOTAL FUNDS FOR THE YEAR - NET INCOME/(EXPENDITURE) FOR THE YEAR		18,486	18,486	13,491
<i>Total funds at July 1, 2020</i>		(249,718)	(249,718)	(263,209)
TOTAL FUNDS AT JUNE 30, 2021		(231,232)	(231,232)	(249,718)

The notes on pages 8 to 13 form part of these financial statements.

JOBSERVE SPORTS AND SOCIAL CLUB**(A company limited by guarantee)****Registered number:****6448783****Balance
sheet as at June
30, 2021**

	Note	£	2021 £	£	2020 £
FIXED ASSETS					
Tangible assets	8		7,886		3,494
CURRENT ASSETS					
Stocks	9	921		1,391	
Debtors	10	1,076		820	
Cash at bank		26,687		14,283	
		28,684		16,494	
CREDITORS: amounts falling due within one year	11	(6,144)		(2,415)	
NET CURRENT ASSETS			22,540		14,079
TOTAL ASSETS LESS CURRENT LIABILITIES			30,426		17,573
CREDITORS: amounts falling due after more than one year	12		(261,658)		(267,291)
NET LIABILITIES			(231,232)		(249,718)
CHARITY FUNDS					
Unrestricted funds	13		(231,232)		(249,718)
TOTAL DEFICIT			(231,232)		(249,718)

The Trustees consider that the company is entitled to exemption from the requirement to have an audit under the provisions of section 477 of the Companies Act 2006 ("the Act") and members have not required the company to obtain an audit for the year in question in accordance with section 476 of the Act.

The Trustees acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and for preparing financial statements which give a true and fair view of the state of affairs of the company as at June 30 2019 and, of its net resources expended for the year in accordance with the requirements of sections 394 and 395 of the Act and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The financial statements have been prepared in accordance with the special provisions applicable to small companies within Part 15 of the Companies Act 2006 and in accordance with the Financial Reporting Standard for Smaller Entities (effective January 2015).

The financial statements were approved by the Trustees on 19th January 2022 and signed on their behalf, by:



Mr R. A. Cowling

The notes on pages 8 to 13 form part of these financial statements.

JOBSERVE SPORTS AND SOCIAL CLUB
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Notes to the financial statements
for the year ended June 30, 2021

1. ACCOUNTING POLICIES

1.1 Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, and in accordance with the Financial Reporting Standard for Smaller Entities (effective January 2019). The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP), 'Accounting and Reporting by Charities' published in March 2005, applicable accounting standards and the Companies Act 2006.

1.2 Company status

The company is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the company.

1.3 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustee in furtherance of the general objectives of the company and which have not been designated for other purposes.

1.4 Incoming resources

All incoming resources are included in the statement of financial activities when the company has entitlement to the funds, certainty of receipt and the amount can be measured with sufficient reliability.

Donated services or facilities, which comprise donated services, are included in income at a valuation which is an estimate of the financial cost borne by the donor where such a cost is quantifiable and measurable. No income is recognised where there is no financial cost borne by a third party.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

1.5 Resources expended

Expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities they have been allocated on a basis consistent with the use of the resources.

Support costs are those costs incurred directly in support of expenditure on the objects of the company and include project management carried out at Headquarters.

1.6 Tangible fixed assets and depreciation

All assets costing more than £500 are capitalised.

JOBSERVE SPORTS AND SOCIAL CLUB
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**Notes to the financial statements
for the year ended June 30, 2021**

1. ACCOUNTING POLICIES (continued)

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following basis:

Leasehold improvements	-	25% straight line
Equipment	-	25% straight line

1.7 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

2. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Grants	19,205	19,205	10,000
Football and bowls	30,552	30,552	49,232
Bar and other income	5,288	5,288	7,698
	55,045	55,045	66,930

3. DIRECT COSTS

	Activities £	Total 2021 £	Total 2020 £
Sports expenses	23,417	23,417	38,831
Bar	2,893	2,893	3,643
	26,310	26,310	42,474

4. SUPPORT COSTS

Staff salaries £	National insurance £	Rent, rates and utilities £	Insurance £	Repairs and maintenance £
-	-	3,547	895	2,067

JOBSERVE SPORTS AND SOCIAL CLUB
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**Notes to the financial statements
for the year ended June 30, 2021**

4. SUPPORT COSTS (continued)

Printing and stationery	Legal	Accountancy	Depreciation	Total 2021	Total 2020
£	£	£	£	£	£
	193	535	3,011	10,248	10,965

5. ANALYSIS OF RESOURCES EXPENDED BY EXPENDITURE TYPE

	Other costs 2021 £	2020 £
Direct costs and staff salaries	26,310	42,474
National insurance	-	-
Rent, rates and utilities	3,548	4,200
Insurance	895	874
Repairs and maintenance	2,067	3,601
Printing and stationery	-	-
Legal	193	193
Accountancy	535	535
Depreciation	3,011	1,562
	36,559	53,439

6. ANALYSIS OF RESOURCES EXPENDED BY ACTIVITIES

	Activities undertaken directly 2021 £	Support costs 2021 £	Total 2021 £	Total 2020 £
Direct costs and staff salaries	26,310	-	26,310	42,474
National insurance	-	-	-	-
Rent, rates and utilities	-	3,547	3,548	4,246
Insurance	-	895	895	826
Repairs and maintenance	-	2,067	2,067	2,087
Printing and stationery	-	-	-	-
Legal	-	193	193	193
Accountancy	-	535	535	535
	-	3,011	3,011	3,566
Total	26,310	10,248	36,559	53,439

JOBSERVE SPORTS AND SOCIAL CLUB
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**Notes to the financial statements
for the year ended June 30, 2021**

7. NET RESOURCES EXPENDED

This is stated after charging:

	2021 £	2020 £
Depreciation of tangible fixed assets: - owned by the charity	3,011	1,562

During the year, no Trustees received any remuneration (2020 - £NIL).

During the year, no Trustees received any benefits in kind (2020 - £NIL).

During the year, no Trustees received any reimbursement of expenses (2020 - £NIL).

8. TANGIBLE FIXED ASSETS

	Long-term leasehold property £	Office equipment £	Total £
Cost			
At July 1, 2020	186,307	12,099	198,406
Additions	7,403		
At June 30, 2021	193,710	12,099	205,809
Depreciation			
At July 1, 2020	185,390	9,522	194,912
Charge for the year	2,114	897	3,011
At June 30, 2021	187,504	10,419	197,923
Net book value			
At June 30, 2021	6,206	1,680	7,886
At June 30, 2020	917	2,577	3,494

9. STOCKS

	2021 £	2020 £
Finished goods and goods for resale	921	1,391

JOBSERVE SPORTS AND SOCIAL CLUB
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**Notes to the financial statements
for the year ended June 30, 2021**

10. DEBTORS

	2021 £	2020 £
Prepayments and accrued income	1,076	820

**11. CREDITORS:
Amounts falling due within one year**

	2021 £	2020 £
Trade creditors	3,585	1,854
Other taxation and social security	-	-
Accruals and deferred income	2,559	561
	6,144	2,415

**12. CREDITORS:
Amounts falling due after more than one year**

	2021 £	2020 £
Other creditors	261,658	267,291

Creditors include amounts not wholly repayable within 5 years as follows:

	2021 £	2020 £
Repayable other than by instalments	261,658	267,291

13. STATEMENT OF FUNDS

	Brought Forward £	Incoming resources £	Resource Expended £	Carried Forward £
Unrestricted funds				
General funds - all funds	(232,057)	-	-	(232,057)
Other general funds	(17,661)	55,045	(36,559)	825
	(249,718)	55,045	(36,559)	(231,232)

JOBSERVE SPORTS AND SOCIAL CLUB
(A company limited by guarantee)

Notes to the financial statements
for the year ended June 30, 2021

SUMMARY OF FUNDS

	Brought Forward £	Incoming resources £	Resources Expended £	Carried Forward £
General funds	(249,718)	55,045	(36,559)	(231,232)

14. Going concern

The charity is operating on a going concern basis.

15. Related parties

There were no related parties within the year.

16. Key Personnel

No staff member was paid over £60,000 per annum in the last financial year. Remuneration of key management personnel is decided upon and authorised by the trustees.

Chairman's Report 2020/21

Introduction

This report identifies the progress made in the development of the JobServe Sports & Social Club during 2020/2021.

Objectives

The objectives of the Charity during that period remain to:

1. Promote community participation in healthy recreation by providing facilities for playing sports ("facilities" means land, buildings equipment and organising sporting activities).
2. Provide and assist in providing facilities for sport, recreation or other leisure time occupation of such persons who have need for such facilities by reason of their youth, age, infirmity or disablement, poverty or social and economic circumstances or for the public at large in the interests of social welfare and with the object of improving their conditions of life.

Financial

Income & Expenditure

The club's continuing aim is to be self-financing. Income is generated from a range of sources, including membership fees, hire of premises, grants, donations and sponsorship.

Where the club fails to be self-financing JobServe Ltd and its parent company, Aspire Media Group Ltd, are committed to providing ongoing financial support for the JSSC.

Membership Fees

When membership fees were set for this period JSSC were mindful of its obligation not to cause exclusion by way of discrimination. Therefore the fees were applied in a non-discriminatory manner at all times. The level of fees have only been a part, albeit an important part, of the overall income required to cover costs and fund future developments and growth. No significant increases in membership fees were introduced in 2020/21.

Clay Pigeon Shooting Fees

Similarly our charges for use of the area licensed for clay pigeon shooting were structured to support the shooting club's desire to retain members, whilst recovering some of the costs involved in providing and maintaining safety measures and access to the site. This was achieved successfully in this period.

Dome Hiring Fees

These remained the same as for the previous period.

Sponsorship

JobServe provide sponsorship to the value of £15 per paid member.

Grants

JSSSC received £17,955 from Colchester Borough Council for the Covid-19 Grant.

The Clubs

Bowls Club

Once again the majority of the season was interrupted by COVID19 and lockdown measures.

The Club members continue to commit to the Club to ensure the Club maintains its position in the community and work towards a profitable end to the season.

The Football Clubs

Youth Section Season

The 2019-20 season was more challenging for the club, with the season ending prematurely due to COVID restrictions. All Leagues were cut-short and results expunged.

1. **Youth player coaches** – our older age group continue to work with younger age groups, acting as mentors and coaches. They work directly with JobServe Juniors – encouraging age 4-6 to participate in football and providing the next generation of members. One player has now completed his FA Level 2 coaching badge.
2. **Social Media** – during the 'lockdown' periods the club used social media to maintain contact and engagement with members. Managers were encouraged to post videos and photos of how players maintained fitness levels and football activities at home. This helped our social media reach increase by 5.6k and engagement by 2.9k.
3. **Pitch Preparation Fund** – Applied and successfully received a £5000 grant to help improve pitches. Money could be spent on a range of equipment, but in collaboration with Robbie Cowling, the money was split across immediate resources (grass seed, fertiliser, spreader and line marker paint) and a water storage solution. This will provide longer-term equipment to maintain pitches and provide a water source for pitches.
4. **PPE Grant** – Returning to football meant significant changes to protocol and additional financial outlay. We received a £500 grant that was spent on PPE – sanitiser, latex gloves, disinfectant spray, etc. Each manager was provided team specific PPE and additional match balls to allow cleaning during matches. Track and trace was also implemented at the ground and all pitches were marked with additional social distancing areas to separate supporters.
5. **Charter Standard** – the youth section successfully retained its Charter Standard status. This means that we adhere to the strict guidelines and governance set out by County Fa for a better environment, including:
 - All Managers/Assistants DBS Checked
 - All teams with a FA Level 1 Coach
 - All teams with a Manager / Coach that is First Aid trained and also achieved the Child Welfare Safeguarding Certificate
6. **Fees** – Youth membership is £75 annual membership and then:
 - £4 per game for mini soccer matches
 - £5 per game for 11-a-side matches

7. **Essex FA Youth Forum** – One of our U18s sits on the forum, run by Essex FA, encouraging grassroots clubs to develop a player council. This allows direct interaction between youth members and the FA (having a say) and promotes greater relationships with County FA.
8. **Player Council** – an initiative promoted by County FA, one of our U18 members created a Player Council. This allows the youth members to discuss issues important to them and present ideas back to the committee on areas for improvement and involve the kids in the decisions we make.
Sessions are chaired by an u18 player and nine members form across age groups (U13, U14, U16, U18). Feedback led to a range of suggestions that were carried out to act on the suggestions, i.e. cleaning goalposts and upgrading nets, etc. Importantly it shows that having access to a well-run local club is essential and continues to be a success for us.

Sample Survey Questions/Results:

Q1- What do you most enjoy about playing for TJYFC?

- Playing with friends for fun and no pressure = 54%
- Coaching and facilities = 28%
- Training = 15%
- Game Day = 3%

Q2- Why have you chosen to play for TJYFC?

- To play with friends = 31%
- Local Team = 28%
- Good team/ reputation and style of play = 17%
- Facilities = 15%
- Coaches = 9%

Q3- Three things TJYFC can improve?

- More training time = 28%
- Better goals in dome for younger teams = 20%
- More Equipment = 20%
- Better access to clubhouse = 15%
- Improved end of season presentation = 10%
- Better pathway to adult teams = 7%
-

Q4- Three things TJYFC do well?

- Coaches are nice and helpful = 37%
- Facilities/ Ground and Equipment provided = 26%
- Good youth set up = 17%
- Training = 15%
- Organisation = 5%

9. **Volunteer Award** – Jonathan Dalton, Chairperson for the youth section was nominated as an unsung hero for his work with the club and subsequently won the category. The vote was carried out on Twitter, with Jonathan being featured in online campaigns by the

county FA. He also won £100 in vouchers to use against equipment to help him in his role as Chairperson for the club.

The Adult Section

The men's football section started the season in good shape with the Saturday first team co-managed by Glenn Wiggett and Kevin Barham and bringing in a new coach Nigel Walker, to guide the training and help set the Club playing style.

Former player Tom Clerk took on the role of Reserve team manager and both teams started the season strongly.

The Sunday first team continued under the guidance of Gary Pearce and the reserve team was wholly replaced by a new set of players transitioning from the Youth under 18 set up. Jonathan Dalton agreed to manage the new team.

The Saturday first team soon fell into some excellent form that saw them set up an unbeaten run in league and cup competitions and all was looking set for a successful outcome – promotion to the Premier division being the main target.

The reserve side struggled to find any rhythm and were only mid table by November when Tom Clark quit. The Club advertised the vacancy and after Chairman Paul Rodwell vetted the applicants the Club appointed Dan Bond. The committee had by this point started to implement a plan to bring in younger players to the reserve set up.

With Dan's appointment and a few new additions the Reserves started out on an unbeaten run of their own, and secured semi-final places in two Cup competitions.

The Sunday first team found the going very tough and struggled to compete with the top teams in their division. The Reserves however relished their introduction to men's football and led the way for some time.

The committee ran a quiz night, golf day and band evening to bring some funds into the section.

With the start of March 2020 came the effects of COVID19. The leagues were suspended and training activities stopped.

Initial hope for a short lock down and then an extension of the playing season faded and understandably the players and all associated were devastated that all the commitment, hard work and successes of the previous months were lost, as the FA eventually declared the season null & void.

Away from the field the committee has started to look into the possibility of using some space at the Flo Park ground to install their own changing room and social area. The long term goal so that the club can have a "home ground" set up, similar to those in the other towns and villages that we visit. This will need a lot of investment which we hope to get help from local businesses as well as the kind assistance of JobServe and Colchester United.

Warriors Rest Shooting Club

The shooting club have continued to manage their own affairs well and they spend significant time maintaining the shooting area.

The Facilities

The Bowls Green

The bowls club have continued to improve the green and its surrounding area.

The Clubhouse

Due to continuous improvements made to the Clubhouse this enables the Clubhouse to be used all throughout the year and is a major contributor to the club's income.

Appendix.A: Tariffs for the use of the Facilities 2019/20

Membership Fees		
Section		Membership Cost
Social	Senior	£15
	Junior	£8
Bowls	Senior	£75
	Part Year	£40
	Junior	£36
Football	Senior	£50 + £5/game £70+
	Junior — 2 nd Sibling	£4/game £50 + £4/game
	Junior — Half year	£35 + £4/game
	Junior - Training	£15
Note: Junior = Under 18		
Dome Hire Charges		
FULL PITCH HIRE		Hourly Charge
Tiptree JobServe Youth Football & other junior members		£26
Tiptree JobServe Adult Football & other adult members		£39
Non-members		£52
HALF PITCH HIRE		
Tiptree JobServe Youth Football & other junior members		£15
Tiptree JobServe Adults Football & other adult members		£21
Non-members		£30