
JOBSEVE SPORTS AND SOCIAL CLUB

(A company limited by guarantee)

Unaudited

Trustee's report and financial statements

for the year ended June 30, 2022

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

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JOBSEVE SPORTS AND SOCIAL CLUB
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**Reference and administrative details of the company, its trustee and advisers
for the year ended June 30, 2022**

Trustees

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

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

Accountants

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

JOB SERVE SPORTS AND SOCIAL CLUB
(A company limited by guarantee)

Trustee's report
for the year ended June 30, 2022

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

JOBSERVE SPORTS AND SOCIAL CLUB
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Trustee's report (continued)
for the year ended June 30, 2022

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.

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Trustee's report (continued)
for the year ended June 30, 2022

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 6th February 2023 and signed on their behalf by:

Mr R.A. Cowling
Trustee

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

JOBSEVE SPORTS AND SOCIAL CLUB

**(A company limited by guarantee)
Independent examiner's
report for the year ended
June 30, 2022**

I report on the accounts of Jobserve Sports and Social Club for the year ended 30 June 2022 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 AATQB for and on behalf of:

Community360

Winsley's House, High Street, Colchester, Essex

Date 9th February 2023



JOBSERVE SPORTS AND SOCIAL CLUB
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Statement of financial activities
(incorporating income and expenditure account)
for the year ended June 30, 2022

	Note	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
INCOMING RESOURCES				
Incoming resources from generated funds:				
Other incoming resources from charitable activities		66,820	66,820	55,045
TOTAL INCOMING RESOURCES	2	66,820	66,820	55,045
RESOURCES EXPENDED				
Charitable activities		62,550	62,550	36,559
TOTAL RESOURCES EXPENDED	5	62,550	62,550	36,559
MOVEMENT IN TOTAL FUNDS FOR THE YEAR - NET INCOME/(EXPENDITURE) FOR THE YEAR		4,270	4,270	18,486
<i>Total funds at July 1, 2021</i>		(231,232)	(231,232)	(249,718)
TOTAL FUNDS AT JUNE 30, 2022		(226,962)	(226,962)	(231,232)

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

JOBSERVE SPORTS AND SOCIAL CLUB
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**Balance
sheet as at June
30, 2022**

	Note	£	2022 £	£	2021 £
FIXED ASSETS					
Tangible assets	8		4,960		7,886
CURRENT ASSETS					
Stock	9	1,225		921	
Debtors	10	2,504		1,076	
Cash at bank		27,361		26,687	
		31,090		28,684	
CREDITORS: amounts falling due within one year	11	(10,609)		(6,144)	
NET CURRENT ASSETS			20,481		22,540
TOTAL ASSETS LESS CURRENT LIABILITIES			25,441		30,426
CREDITORS: amounts falling due after more than one year	12		(252,403)		(261,658)
NET LIABILITIES			(226,962)		(231,232)
CHARITY FUNDS					
Unrestricted funds	13		(226,962)		(231,232)
TOTAL DEFICIT			(226,962)		(231,232)

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 2022 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 6th February 2023 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, 2022

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, 2022

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:

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 2022 £	Total funds 2022 £	Total funds 2021 £
Grants	3,400	3,400	19,205
Football and bowls	55,545	55,545	30,552
Bar and other income	7,875	7,875	5,288
	66,820	66,820	55,045

3. DIRECT COSTS

	Activities £	Total 2022 £	Total 2021 £
Sports expenses	21,745	21,745	23,417
Bar	6,354	6,353	2,893
	28,098	28,098	26,310

4. SUPPORT COSTS

Staff salaries £	National insurance £	Rent, rates and utilities £	Insurance £	Repairs and maintenance £
-	-	3,377	1,064	3,944

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**Notes to the financial statements
for the year ended June 30, 2022**

4. SUPPORT COSTS (continued)

Printing and stationery	Legal	Accountancy	Depreciation	Total 2022	Total 2021
£	£	£	£	£	£
	193	565	2,925	12,068	10,248

5. ANALYSIS OF RESOURCES EXPENDED BY EXPENDITURE TYPE

	Other costs 2022 £	2021 £
Direct costs and staff salaries	22,382	26,310
National insurance	-	-
Rent, rates and utilities	3,377	3,584
Insurance	1,064	895
Repairs and maintenance	3,944	2,067
Printing and stationery	-	-
Legal	193	193
Accountancy	585	535
Depreciation	2,925	3,011
	34,470	36,595

6. ANALYSIS OF RESOURCES EXPENDED BY ACTIVITIES

	Activities undertaken directly 2022 £	Support costs 2022 £	Total 2022 £	Total 2021 £
Direct costs and staff salaries	22,382	-	22,382	26,310
National insurance	-	-	-	-
Rent, rates and utilities	-	3,377	3,377	3,548
Insurance	-	1,064	1,064	895
Repairs and maintenance	-	3,944	3,944	2,067
Printing and stationery	-	-	-	-
Legal	-	193	193	193
Accountancy	-	585	585	535
Depreciation	-	2,925	2,925	3,011
Total	22,382	12,088	34,470	36,595

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**Notes to the financial statements
for the year ended June 30, 2022**

7. NET RESOURCES EXPENDED

This is stated after charging:

	2022 £	2021 £
Depreciation of tangible fixed assets: - owned by the charity	2,925	3,011

During the year, no Trustees received any remuneration (2021 - £NIL).

During the year, no Trustees received any benefits in kind (2021 - £NIL).

During the year, no Trustees received any reimbursement of expenses (2021 - £NIL).

8. TANGIBLE FIXED ASSETS

	Long-term leasehold property £	Office equipment £	Total £
Cost			
At July 1, 2021	193,710	12,099	198,406
Additions	-	-	-
At June 30, 2022	193,710	12,099	205,809
Depreciation			
At July 1, 2021	187,504	10,419	197,923
Charge for the year	2,042	883	2,925
At June 30, 2022	189,546	11,302	200,848
Net book value			
At June 30, 2022	4,164	797	4,960
At June 30, 2021	6,206	1,680	7,886

9. STOCK

	2022 £	2021 £
Finished goods and goods for resale	1,225	921

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**Notes to the financial statements
for the year ended June 30, 2022**

10. DEBTORS

	2022 £	2021 £
Prepayments and accrued income	2,504	1,076

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

	2022 £	2021 £
Trade creditors	6,199	3,585
Other taxation and social security	-	-
Accruals and deferred income	4,410	2,559
	10,609	6,144

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

	2022 £	2021 £
Other creditors	252,403	261,658

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

	2022 £	2021 £
Repayable other than by instalments	252,403	261,658

13. STATEMENT OF FUNDS

	Brought Forward £	Incoming resources £	Resource Expended £	Carried Forward £
Unrestricted funds				
General funds - all funds	(231,232)	66,820	(62,550)	(226,962)
Other general funds	-	-	-	-
	(231,232)	66,820	(62,500)	(226,962)

JOBSERVE SPORTS AND SOCIAL CLUB
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**Notes to the financial statements
for the year ended June 30, 2022**

SUMMARY OF FUNDS

	Brought Forward £	Incoming resources £	Resources Expended £	Carried Forward £
General funds	(231,232)	66,820	(62,550)	(226,962)

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 2021/22

Introduction

This report identifies the progress made in the development of the JobServe Sports & Social Club during 2021/2022.

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 2021/22.

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.

The Clubs

Bowls Club

Following the slightly delayed start to the 2021 season due to the pandemic restrictions, 2022 was back to business as usual for the bowls club, although a small number of matches still had to be postponed during the season because of Covid-19 outbreaks within clubs.

In a further hangover from the pandemic, the bowls club's playing membership had fallen to 59 at the start of the season, compared to pre-pandemic levels of 80+. This meant that the club had difficulty fielding teams in some competitions, and it was necessary to withdraw the 'C' team from the North West Essex league after a couple of games of the season owing to the lack of available players.

A key priority for the season was therefore to attract some new blood into the club, and a recruitment campaign involving an Open Weekend, local press and online advertising, and leaflet distribution at local events, along with personal introductions from existing members resulted in 30 new players joining the club during the season.

This was a phenomenal achievement, and thanks must go to everyone who had a hand in making this campaign, and the subsequent coaching of 30 new members, such a great success. At the end of the season, the club had 88 players, the highest number since 2015, and it is in much better shape to face the challenges of 2023.

In terms of league performance, the club performed creditably, considering the small player base, and the occasional need to field players who had just taken up the sport during the season.

- After being relegated from the North West Essex Division 1 the previous season, the 'A' team bounced back by winning Division 2, losing only once – in the final game of the season at Witham. As Divisional winners, the team played (and beat) Saffron Waldon for the Divisional Shield, winning on all three rinks.
- In the Chelmsford Borough League, the 'A' team finished mid-table in Division 1 and the 'B' team did the same in Division 3.
- In the Colchester Borough league, the 'A' and 'B' teams finished mid-table in Division 1, and the newly formed 'C' team finished mid table in Division 3 in their first season in the league.
- In the Colchester Borough Medley League, the team ended the season in 4th place.
- The club finished the North West Essex Ladies' competition in 6th place. Unfortunately, because some of these games clashed with County matches, the club was not always able to field its strongest team.

In the County Group 2 Memorial Shield knockout competition final, played coincidentally on Tiptree's home green, Tiptree's 'A' team beat its 'B' team. It is thought that this is the first time that two teams from the same club had reached the final.

In addition to the Memorial Shield, the club also hosted a number of other County and representative matches, including a Ladies' County Intergroup Game, the Ladies' County knockout semi-finals, and the area final of the National mixed pairs competition. The club has gained a good reputation throughout the County over the past few years for the quality of its green and its ability to cater for such events, and this will continue to provide useful opportunities for fundraising, as well as raising the profile of the club across Essex.

In furtherance of the aim of the Charity to promote community participation in healthy recreation, the club hosted two visits by members of Colchester Utd. FC's Senior U's social club. In total, 36 attended the two sessions, which received very positive feedback.

Away from the green, the club maintains an active social calendar throughout the year, with the clubhouse and bar open every Friday night throughout the year for members to socialise. Members also enjoyed a Christmas party/presentation evening and a quiz night, with more events planned throughout 2023.

The Football Clubs

Youth Section Season

1. **Pitch Improvement** – the 'self-watering' pipework was implemented to help irrigation of the pitches. The dry weather decimated the grass last summer and significantly impacted pitch quality. The club has also engaged a grounds man to undertake an overhaul of the pitches to return to its previous good quality.
2. **Coach Development** – working with Essex FA (and their coaches), the Club provided four coach the coaches days held at the dome at Warriors Rest. It provides guidance and support to coaches to improve their capabilities and confidence.
3. **Charter Standard (FA Accreditation – 1-star)** – the youth section successfully retained its Charter Standard status. We unfortunately lost our all-girls team (due to age at U17 not wanting to play anymore) so have dropped from a 2-Star to a 1-Star community club. 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
4. **Fees** – Youth membership is £80 annual membership and then:
 - £4 per game for mini soccer matches
 - £5 per game for 11-a-side matches
5. **General Maintenance** – All teams provided volunteers to help renovate all parts of the ground – some teams tidied the driveway, some cut weeds, some painted car park fences and containers, whilst others helped to tidy the clubhouse. We are trying to get more volunteers and prevent reliance on a few.

The Adult Section

The men's football section started the season in good shape with the Saturday first team co-managed by Kevin Barham and coached by Nigel Walker, to guide the training and help set the Club playing style. Adam Frost and Carl Oliver took on the role of Reserve team managers with both teams training together at Thurstable School ATP.

The adult Sunday teams continued with Jonathan Dalton managing the First Team and Lee Verney managing the Reserves.

The goal of all adult teams has been to provide a pathway from youth to adult football and attract as many local players as possible. This has continued the development with previous youth team players turning out across all four adult sides (Saturday and Sunday).

The Saturday first team have continued to consolidate their position in Division 1, with the Reserves mid-table in Division 2. The Sunday first team won their league and were promoted to the Premier Division, where they have retained their position, and the Reserves remain in Division 2.

The adult members have put time and effort into upgrading the changing room facilities at Warriors Rest to allow home games to be played here for both Saturday and Sunday teams. Astro turf has been paid in the changing rooms and all areas re-painted using volunteer resource and (where possible) materials donated by suppliers.

The teams continue to play games at Florence Park (Saturday) where the pitch is by far the best quality in the league, plus Warriors Rest and Thurstable School for some Saturday fixtures and all Sunday fixtures.

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 2021/22

Membership Fees		
Section		Membership Cost
Social	Senior	£15
	Junior	£8
Bowls	Senior	£75
	Part Year	£40
	Junior	£36
Football	Senior	£50 + £5/game £80+
	Junior — 2 nd Sibling	£5/game £70 + £5/game
	Junior — Half year	£40 + £5/game
	Junior - Training	£40
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