HANDING ON THE BATON

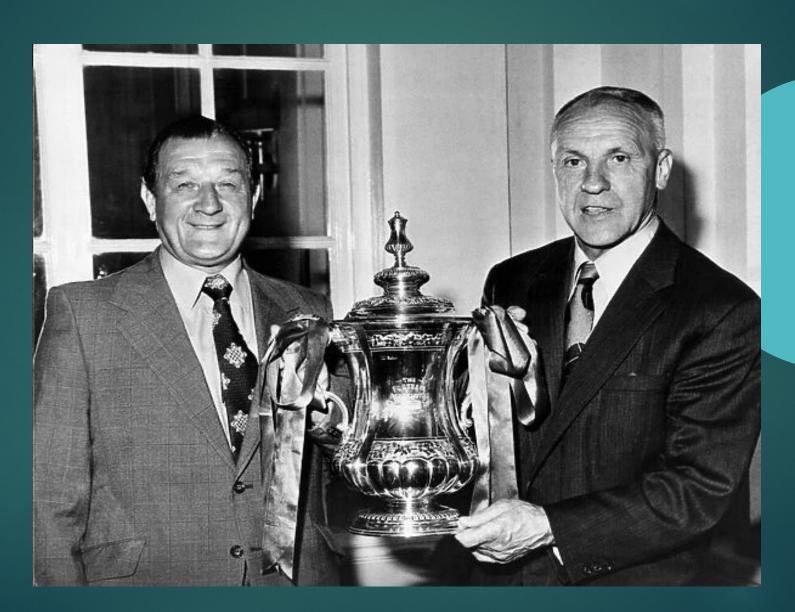
Succession Planning

THE URMSTON MASONIC HALL STORY

Succession Planning – done well Bill Shankly and Bob Paisley

Bob Paisley 1974 - 1983

3 league titles3 charity shields2 UEFA Cups,1 FA Cup



Bill Shankley Retired 1974

6 league titles6 charity shields3 League Cups3 European Cups1 UEFA Cups1 Super Cup

Succession Planning – done well Bob Paisley and Joe Fagan

Bob Paisley 1974 - 1983

6 league titles
6 charity shields
3 League Cups
3 European Cups
1 UEFA Cups
1 Super Cup



Joe Fagan 1983 - 1985

1 league titles1 League Cup1 FA Cup

Succession Planning – done badly

Manchester United

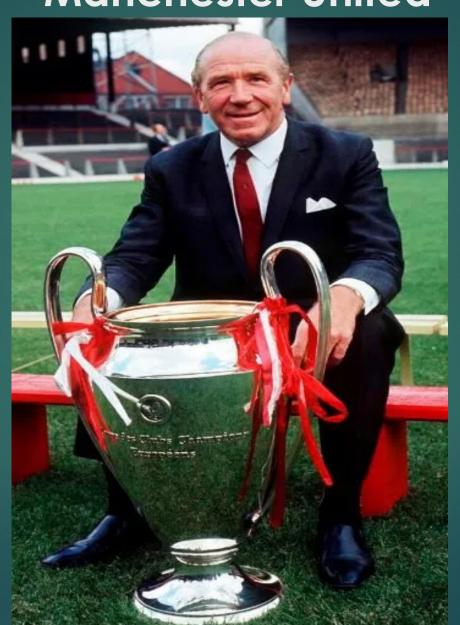
Sir Matt Busby Retired 1971

5 1st Division titles

5 charity shields

2 FA Cup

1 European Cups



Manchester United Managers 1971 - 1986

Ron Atkinson 1 FA, 2League Cups
Dave Sexton
Tommy Docherty 1 FA Cup
Frank O'Farrell

Succession Planning – done badly Manchester United

Sir Alex Ferguson
Retired 2013

13 Prem League Cups5 FA Cups4 League Cups10 Charity Shields2 UEFA Cups

1 European Cup Winners'
Cup

1 European Super Cup

1 Intercontinental Cup

1 FIFA Club World Cup



Manchester United Managers

2013 – Present

Erik ten Hag 1 Caraboa Cup
Ralf Rangnick
Michael Carrick
Ole Gunnar Solskjær
José Mourinho 1 Europa title,
1 Charity Shield,
1 league Cup

Louis van Gaal Ryan Giggs

David Moyes — 1 Charity Shield

Succession Planning – done badly The South Manchester Freemasons' Hall (SMFH)



Succession Planning – done badly The South Manchester Freemasons' Hall (SMFH)



The Urmston Masonic Hall Story





The Venue

The 1881 Building

The Urmston Masonic Hall Story Governance and Management Issues

- ▶ "Them and us" situation
- Issues with shares allocation
- Power dynamics board vs management team
- ▶ Poor quality of service
- Lack of quality information / No transparency
- ► High attrition rate membership and lodges
- Lack of board representation

The Urmston Masonic Hall Story Board Dynamics 2019 - 2022

- ▶ Board meetings 2019 2022
- ► Halls Support Team suggestions
- Covid lockdown
- 2 year plan of action proposed and agreed
- ► Management Team Resignation

The Urmston Masonic Hall Story New Management Team - October 2022

- Some Lodges at the point of moving
- Most expensive hall in the Province
- No central registry of contracts
- No compliance register
- ► Major maintenance issues
- ▶ No access to bank accounts
- ► No electricity & gas contract
- ► Mostly cash transaction

The Urmston Masonic Hall Story 1 Year On

- ► All major maintenance issues resolved
- All staffing issues resolved
- ► All compliance issued resolved
- Business / trade ramped up
- Accruals accounting implemented
- ▶ Large losses in 2022/23, the first year of operation
- ▶ Back in profit now 2023/24
- ▶ 30% reduction in lodge dues for 2023/24 year
- High level of Lodges and membership Co-operation

The Urmston Masonic Hall Story The Future

- ▶ 5 year plan developed
- Capacity building new membership Strategy in place
- Communication, Communication, Communication
- Articles of Association under review
- ▶ Business Model under review

Succession Planning The Ancient Roman Way

