



FSSB AGM Dec 2025 – Response to Questions Raised by Members

Question: Why has there been an increase from £47,223 to £178,593 in wages and salaries since 2024 in the BFC (2019) accounts?

What makes up 'other operating income' of £266,814 in the BFC (2019) accounts?

Staffing costs increased due to the transition from limited staffing to several full-time and part-time staff, with the current accounts reflecting a fuller year of employment.

Other operating income primarily related to food and beverage sales, hospitality, kiosk commissions, and smaller income streams such as car parking and events.

Question: Was the 1978 membership total the highest the Society has achieved?

No. At the AGM on 25 March 2025, membership stood at 2,013, which was higher due to the inclusion of Lifetime Members and members from the Bury Football Club Supporters' Society following the merger.

Question: Why does the Board believe that only around 30% of members are using the new payment portal?

Following the merger, there are multiple payment streams and bank accounts linked to membership, including:

- Bury FC Supporters' Society (GoCardless)
- Old Shaker Society (Stripe and GoCardless)
- FSSB (Stripe)
- Lifetime Members

This results in approximately five separate inputs contributing to the membership database. Moving all members to the new portal would require around 1,300 members to cancel existing payment arrangements and reapply via the website. The Board considers this a significant financial and operational risk and is therefore not prepared to do this at present. The issue will be reviewed in the New Year, with work ongoing to maximise use of the website and improve integration where possible.

Question: How does the Board plan to develop member engagement and improve dialogue between the Board and supporters?

The recent Football Supporters' Association (FSA) audit identified that member engagement is currently largely limited to the AGM. The Board acknowledges that engagement needs to be more frequent and consistent. Strategic Plan Forums have begun and are seen as a positive step, but further initiatives are required. The Board confirmed its intention to: improve communication with members throughout the year, better explain the purpose and benefits of membership and reinforce that membership fees directly support club operations and the maintenance of Gigg Lane

The Society website will be refreshed to highlight tangible benefits of membership, share good news stories, case studies, and videos and clearly demonstrate how membership subscriptions are used. The overarching aim is to improve transparency and understanding of how member contributions support the Club's financial stability and stadium maintenance.

Question: Has a long-term lease been granted to Bury FC by the Gigg Lane stadium owners. If the answer is no, does this have any serious implications for the football club's future?

The Club does not hold a long-term lease at Gigg Lane. The stadium freehold is owned by The Bury Football Club Company Limited (the Stadium Company). The Stadium Company's Articles of Association contain an asset lock, preventing the transfer of the stadium, including via a long-term lease. Any change to the Articles would require unanimous approval from all seven Stadium Company board members, which has not been agreed.

The current arrangement is that the Club occupies the stadium on a 12-month licence, renewed on a season-by-season basis. This licence must be in place by 31 March each year to meet football authority requirements. Four FSSB representatives sit on the Stadium Company board and will ensure the licence is granted annually. As such, there is no risk to the Club's ability to continue playing at Gigg Lane.

Many funding bodies require long-term security (e.g. 10–25 years). While a long-term lease cannot be granted, the Board plans to identify suitable projects eligible for grant funding and submit applications jointly with benefactors. The intention is to demonstrate stability through successive annual licences (e.g. effectively covering 10 seasons). Whether funders will accept this arrangement will be determined through applications in the New Year. Members will be kept informed as plans develop.

Question: With the new football management structure, could the Board please explain the authorisation procedure for issuing player contracts, and whether there is a difference for contracts that commit the club to expenditure beyond the current season? This question relates to cost control procedures and not judgments on player ability.

The club has an agreed budget and an agreed wage structure, this is set by the Board at the beginning of each season. Within that structure, decisions on player

contracts are made by the First Team Manager. Responsibility for the decision-making as long as it falls within the pre-agreed governance rests with the current manager. Factors considered when agreeing contracts include: player age, current playing level, future potential and potential resale value.

There are FA regulations in regard to development fees for players under the age of 24. These fees apply when such players move clubs and can influence the structure and length of contracts. The club uses mechanisms such as multi-year contracts and option years to protect its investment where appropriate. At the time of the meeting, approximately nine players had option years included in their contracts. Budget-setting determines whether options are exercised at the end of a season.

In regard to governance and financial controls, player recruitment and contract costs are tracked weekly against budget. Monthly financial reports are presented to the Board, including projections for the end of the financial year. Payments to players are processed monthly through established financial controls. Previous governance arrangements included oversight by the football board and named board members.

The role of the Football Secretary is to prepare and process player contracts, submit documentation to the FA and the NPL, liaise with other clubs regarding contractual matters and coordinate media announcements in conjunction with the media team to ensure simultaneous releases where possible.

Question: There is an issue in the process of making contractual decisions (example given). Why is this repeatedly happening with no lessons learned? Is the manager having too much influence over the board? What steps have been taken to ensure it stops happening?

As explained in the answer to the previous question, there is a framework in place that the manager must work within. There is also governance and controls that are visible to the right people within the football club and the board. The manager is accountable for their decisions and will judge accordingly.

Question: Whether published attendance figures could reflect actual numbers present in the ground, rather than including season tickets not used, to improve transparency?

Attendance figures are calculated based on tickets sold, not physical attendance. This is standard practice across football clubs, as the club has received revenue regardless of whether the ticket holder attends. There is no immediate change to this approach.

Question: Why the club does not offer concession prices for supporters aged over 60?

Members previously voted against the introduction of over-60s concessions following consultation. Whilst other clubs in the league offer concessions, reducing ticket prices would reduce club revenue. The current ticket price (£12) is broadly comparable to historic concession prices and takes into the club's operating costs,

including stadium expenses and ambitions regarding league level. The issue remains under review and may be reconsidered in future.

Question: Will the board consider full publication of minutes (redacted where necessary) to ensure greater transparency, so members can better understand strategic decisions of the board including attendance and contributions of board members?

The board had previously chosen to publish summaries, as producing full minutes would require extensive redaction. The board noted the request and agreed to revisit the possibility of publishing both summaries and redacted minutes in the future.

Question: Whether a structured governance chart detailing roles, responsibilities, and subcommittees exists?

A governance chart is currently being developed. Responsibilities across board and staff roles are under ongoing review.

Question: Clarification sought regarding Dave McNabb's change from management duties to a different role.

The decision followed reflection on workload, competing responsibilities, and ensuring the club receives full commitment. The role evolved toward revenue generation, strategic planning, and long-term financial sustainability. The change was discussed with the board and formally agreed. The timing was earlier than anticipated but felt appropriate.

Question: Whether Dave McNabb would have input into the recruitment of the next manager?

A full review of recent appointment processes is planned. Governance and decision-making structures will be clarified before recruitment. Dave is expected to have input into agreeing the recruitment process, subject to governance arrangements.

Question: Clarification on outsourcing food and drink, revenue share, and whether services could be brought in-house?

The club currently receives 17% revenue under a six-year contract (now in year two). Outsourcing reduces financial risk related to staffing, wastage, and abandoned fixtures. In-house provision remains difficult but is under ongoing review, particularly as the club progresses up the leagues. Alternative models (e.g. pop-ups, space rental) are being explored.

Questions: Why are kiosks selling out before half-time, leading to lost sales opportunities? Why are kiosks not accepting cash, particularly problematic for children?

The feedback is noted and will be raised with the catering provider. The kiosks should be able to accept cash.

Question: What happened to the fan zone and do future plans exist?

Previous trials were limited due to licensing restrictions, location, lack of cover, and poor footfall. Multiple locations have been explored. A permanent and weatherproof solution would require significant funding. The concept remains a long-term aspiration, subject to funding availability.

Question: Regarding ticketing commission costs (TicketCo), noting concerns about the overall cost given per-ticket charges.

The club will be moving away from its current ticketing platform in the summer. A full pricing strategy review will take place, including concessions. Introducing over-60s concessions previously would have cost approximately £25,000 per season. Concessions are not ruled out but must be financially sustainable.

Question: Can the Board, please give any indication of when they think that Gigg Lane will be sufficiently safe and secure for the trophies to be returned to the spiritual home?

Board members were unable to confirm whether *all* trophies had now been returned to Gigg Lane. It was acknowledged that security, rather than safety, was the key consideration. No definitive timeline was provided for when Gigg Lane would be sufficiently secure for all trophies to be returned permanently.

Question: When Dave McNabb moved into the Technical Director role, it had been stated that this would be at no additional cost to the club?

Sponsorship arrangements will be in place to ensure that any additional salary costs related to the appointment of a new manager would be covered. The board will ensure ongoing oversight of sponsorship contributions to offset staffing costs.

Question: Whether the club could publicly announce the length of player contracts when signings are made?

The club is not seeking to hide information, announcing contract lengths selectively could unintentionally identify which players are on non-contract terms. This could expose non-contract players to unwanted attention and potential loss at short notice..

Question: A question was raised regarding enhanced security checks, following an incident where two flares were thrown from the away end at a recent match?

The individual involved was under the age of 16. There are legal limitations on the level of searching permitted for under-16s. Hand searches are not permitted, and security wands do not detect pyrotechnics. The individual responsible has been identified and has existing banning orders at other grounds. The board confirmed its support for banning the individual from the stadium.

The introduction of enhanced checks aligns with upcoming legislation (including *Martyn's Law*) and aims to improve safety at large venues. Security wands are

intended to prevent dangerous items, such as knives, being brought into the stadium. Stewards have been instructed to request permission before conducting wand searches.

Question: Why are pensioners subject to security wanding?

The concern is acknowledged but applying different standards based on age would be discriminatory. There is need for a consistent, non-judgmental approach to stadium security.

Question: Will the upcoming governance and operational review would be shared with members?

Yes. The purpose of the review is transparency and recommendations, and changes arising from the review will be shared with members and supporters.