



Many thanks to Bryce and Sonnie for allowing us to use a copy of the painting from local artist Alice Tennant

## **PURCHASE OF HAVARDS AS A COMMUNITY SHOP**

[www.siophavards.cymru/invest.htm](http://www.siophavards.cymru/invest.htm)

### **NEWSLETTER No 9**

**£407,050 in the bank, with £413k committed in just under  
12 weeks since 11<sup>th</sup> June 2022.**

**THANK YOU ALL – to those who donated, to those who  
want to make a difference, to those who believed,  
considered the risk, and invested. To those that gave shares  
to the next generations.**

**YOU have helped make a giant step towards Your  
community shop becoming a reality.**

The share sale is now officially closed, however if you were planning to invest or are a late payer, we can still accept your generous contribution and investment. The attention of your committee and the Directors is now on the result of the Community Ownership Fund application and preparing for the expected transition to ownership.

Some interesting statistics of the share sales:

- 173, that's 47% of the 368 members chose to donate their investment or not to have any interest paid, preferring their interest payment remain in the business and be used for community projects.
- A further 111 30% of members wish to donate half their possible interest of 4% again to the benefit of the business and the community projects.

This is an amazing and generous outpouring of support for the project and reflects the early reaction and survey results we saw of the community wanting to help and support a project that is bought by the community for the community.

- The share save scheme has been used by several members enabling a very wide spectrum of financial support from all who wished to partake.
- Membership is likewise an open church with international, and not just England, but includes the USA, France, Switzerland, Jersey, and the Netherlands. Unsurprisingly take-up has been high from those who live in our catchment area, some who have just

joined our local community and others who have generations of family history. Membership also includes many who are 2<sup>nd</sup> homeowners and holiday makers who return year after year and want to see our community remain vibrant, and also business owners, farmers and retailers.

## **Community Ownership Fund (COF): Grant Application**

We should hear back from the COF by the middle of October, possible responses are:

- No
- Yes, but not all the money asked for
- Yes and here's the money.

We're crossing fingers for the third option as it would enable the rapid adoption of the business plan in full. We do have a plan B which has started to be actioned just in case.

## **Purchase negotiation and outline for next activity.**

The first purchase negotiation meeting between the current owners and the Directors took place this week to discuss the acquisition of Havards; its property and stock, on the basis that the COF application is in, the sale of shares has produced over £400k and acting in good faith that balance of funds needed to purchase and run the business can be sought.

The meeting overall was positive and as a result both parties have agreed to appoint and engage solicitors to progress the sale/purchase. This will enable local searches etc to commence and progress to the production of a contract.

A timeline was also agreed to that will see the transition and community ownership in place during Autumn 2022.

The Directors are now focused on the drawing up of job specs and starting the search for both the Manager and Deputy Manager, whilst also progressing the purchase through to completion. Plans are also being prepared by the committee for the running of the business and its relaunch into community ownership.

If you feel you have skills and experience to contribute to this phase of the project, please step forward and make yourself known.

## **Hamper Raffle**

Thank you to those that bought tickets and added your name to the newsletter circulation. The draw was made at the Boat Club meeting on the 30<sup>th</sup> August, if you're a winner you will have had a phone call or email by the end of the week.

## **Call to Action**

As we enter the next phase of the project there are skills that we need to attract and invite to serve on the committee or sub-committees. We've been very fortunate in the number of

offers for help and want to complement and support these offers and the existing team with additional resource to ensure no-one is overwhelmed.

Our objective at this stage is to identify volunteers with supporting skills and experience, understand your availability and the time you can dedicate to the role. Once we've progressed the purchase near to the point of competition there will then be a hive of activity to involve the identified volunteers in their allotted roles.

Volunteers needed in the following roles (please note definition of the roles may change given circumstance and further planning):

1. Volunteer co-ordinator. This role which will work closely with the yet to be appointed manager to ensure the appropriate level of volunteer support in the shop given the time of year and level of business and with the right skill set and experience to maintain the high level of customer experience and service. To organise delivery/pick-up service etc.
2. Financial lead – this role is a part-time combination of bookkeeper/accountant responsible to the board. Duties include the weekly review and approval of invoices to maintain stock levels, report weekly of cash position and stock levels. Oversight of the stock control system and EPOS app. Contribution of data for monthly VAT return.
3. Marketing and Website: This is an exciting aspect of the work we need to do. The current owners only use an infrequently updated Facebook page to advertise their presence and products.
  - a. Help to define the high turn and higher profit items that we stock, co-ordinating with the product range managers and how these products and services are advertised on the web.
  - b. Design the look and feel with a revamp of the existing project website that continues to communicate the ethos, culture and mission of the project as well as preparing it for transition and eventual trading. Initially the website should advertise the range of stock, products and services but be capable of moving to full e-commerce trading in future for selected items or ranges.

We'd welcome anyone with website design skills especially if you have retail experience. The initial involvement would be several weeks to help provide guidance and draft designs work with our tech team to realise the design, then perhaps quarterly review and updates to take advantage of web trends and new channels of communication.

4. Product range managers: We've recognised that with a focus on categories that can be considered product ranges such as Cookware/homeware products, DIY and Gardening, Tech repair and other services. Each product range can be given the focus and attention needed to increase turnover and best serve the market at differing times of the year given available trading space.
  - a. Cookware and homeware products. Review the existing range, identify gaps or slow turn items. Document the profile of the customers we're serving and therefore the appropriate quality/cost of product.
  - b. DIY including hardware (nuts, bolts, screws, chain, rope, key cutting), electrical, plumbing and decorating. Role as above for Cookware. Taking into account Trade and builder needs.

- c. Chandlery – A expansion of the range from just life vests, body boards to service the boat and surrounding yacht club users. The is an exciting return to the early days of Havards that serviced the boat building on the Parrog.
- d. Camping, Walking and Leisure: from walking boots, maps to hats and tent pegs.
- e. Gardening: Seed to compost, tools and books.

We'd welcome anyone with the specific experience or expertise in the ranges identified. A background of marketing, procurement, or stock fulfilment would be a great addition to the team. Involvement would be considerable in the early stages reducing to quarterly reviews of performance and range refresh.

5. Shop manager and assistant manager. Job specs and role definitions are being prepared and will be available shortly – we'll be advertising locally at first for candidates, expanding the search if we can't find anyone. We expect to invite applications with a close date of the end of September, interviews of the shortlist by mid-October and appoint by 1<sup>st</sup> November.

Are any of the roles you or someone you know? call 07770 971543 to discuss or email [info@siophavards.cymru](mailto:info@siophavards.cymru)

Diolch/Thank you!

**PRYNU HAVARDS FEL SIOP GYMUNEDOL**  
**[www.siophavards.cymru/buddsoddi.htm](http://www.siophavards.cymru/buddsoddi.htm)**

CYLCHLYTHYR Rhif 9

**£407,050 yn y banc, gyda £413k wedi'i ymrwymo mewn ychydig llai na 12 wythnos ers 11 Mehefin 2022.**

**DIOLCH I BAWB – i'r rhai a gyfrannodd, i'r rhai sydd am wneud gwahaniaeth, i'r rhai a gredodd, a ystyriodd y risg, ac a fuddsoddodd. I'r rhai a roddodd gyfranddaliadau i'r cenedlaethau nesaf.**

**CHI sydd wedi helpu i wneud cam enfawr tuag at wireddu Eich siop gymunedol.**

Mae'r gwerthiant cyfranddaliadau bellach wedi cau'n swyddogol, fodd bynnag, os oeddech yn bwriadu buddsoddi neu'n talu'n hwyr, gallwn dderbyn eich cyfraniad a'ch buddsoddiad hael o hyd. Mae sylw eich pwyllgor a'r Cyfarwyddwyr bellach ar ganlyniad y cais i'r Gronfa Perchnogaeth Gymunedol a pharatoi ar gyfer y newid disgwylidig i berchnogaeth.

Rhai ystadegau diddorol am y gwerthiant cyfranddaliadau:

- Dewisodd 173, sef 47% o'r 368 o aelodau gyfrannu eu buddsoddiad neu beidio â chael unrhyw log wedi'i dalu, gan ddewis bod eu taliad llog yn aros yn y busnes a chael ei ddefnyddio ar gyfer prosiectau cymunedol.

- Mae 111 30% pellach o aelodau yn dymuno cyfrannu hanner eu llog posib o 4% eto er budd y busnes a'r prosiectau cymunedol.

Mae hwn yn gefnogaeth anhygoel a hael i'r prosiect ac mae'n adlewyrchu'r ymateb cynnar a chanlyniadau'r arolwg a welsom o'r gymuned yn awyddus i helpu a chefnogi prosiect sy'n cael ei brynu gan y gymuned ar gyfer y gymuned.

- Mae'r cynllun cyfranddaliadau arbed wedi cael ei ddefnyddio gan nifer o aelodau gan alluogi sbectrwm eang iawn o gefnogaeth ariannol gan bawb oedd yn dymuno cymryd rhan.

- Mae aelodaeth yn yr un modd yn eglwys agored gyda rhyngwladol, ac nid yn unig Lloegr, ond mae'n cynnwys UDA, Ffrainc, y Swistir, Jersey, a'r Iseldiroedd. Nid yw'n syndod bod y nifer sy'n byw yn ein dalgylch wedi bod yn uchel, rhai sydd newydd ymuno â'n cymuned leol ac eraill sydd â chenedlaethau o hanes teuluol. Mae aelodaeth hefyd yn cynnwys llawer sy'n ail berchnogion tai a phobl ar eu gwyliau sy'n dychwelyd flwyddyn ar ôl blwyddyn ac sydd am weld ein cymuned yn parhau'n fywiog, a hefyd perchnogion busnes, ffermwyr a manwerthwyr.

Cronfa Perchnogaeth Gymunedol (COF): Cais am Grant

Dylem glywed yn ôl gan y COF erbyn canol mis Hydref, yr ymatebion posibl yw:

- Nac ydy
- Oes, ond nid yr holl arian y gofynnwyd amdano
- Ie a dyma'r arian.

Rydym yn croesi bysedd am y trydydd opsiwn gan y byddai'n galluogi mabwysiadu'r cynllun busnes yn llawn yn gyflym. Mae gennym gynllun B sydd wedi dechrau cael ei weithredu rhag ofn.

Prynu trafodaeth ac amlinelliad ar gyfer gweithgaredd nesaf.

Cynhaliwyd y cyfarfod negodi pryniant cyntaf rhwng y perchnogion presennol a'r Cyfarwyddwyr yr wythnos hon i drafod caffael Havards; ei eiddo a'i stoc, ar y sail bod y cais COF ynddo, mae gwerthu cyfranddaliadau wedi cynhyrchu dros £400k a chan weithredu'n ddidwyll y gellir ceisio balans yr arian sydd ei angen i brynu a rhedeg y busnes.

Roedd y cyfarfod yn gyffredinol yn gadarnhaol ac o ganlyniad mae'r ddau barti wedi cytuno i benodi a chyflogi cyfreithwyr i fwrw ymlaen â'r gwerthiant/prynu. Bydd hyn yn galluogi chwiliadau lleol ac ati i gychwyn a symud ymlaen i gynhyrchu contract.

Cytunwyd hefyd ar amserlen a fydd yn gweld y trawsnewid a pherchnogaeth gymunedol ar waith yn ystod hydref 2022.

Mae'r Cyfarwyddwyr bellach yn canolbwyntio ar lunio manylebau swyddi a dechrau chwilio am y Rheolwr a'r Dirprwy Reolwr, tra hefyd yn symud ymlaen â'r pryniant hyd at ei gwblhau. Mae cynlluniau hefyd yn cael eu paratoi gan y pwyllgor ar gyfer rhedeg y busnes ac mae'n ail-lansio i berchnogaeth gymunedol.

Os teimlwch fod gennych sgiliau a phrofiad i gyfrannu at y cam hwn o'r prosiect, a fydddechystal â chamu ymlaen a rhoi gwybod i chi.

Raffl Hamper

Diolch i'r rhai a brynodd docynnau ac a ychwanegodd eich enw at gylchrediad y cylchlythyr. Tynnwyd y raffl yng nghyfarfod y Clwb Cychod ar y 30ain o Awst, os ydych yn enillydd byddwch wedi cael galwad ffôn neu e-bost erbyn diwedd yr wythnos.

#### Galwad i Weithredu

Wrth inni gychwyn ar gam nesaf y prosiect mae sgiliau y mae angen inni eu denu a'u gwahodd i wasanaethu ar y pwyllgor neu'r is-bwyllgorau. Rydym wedi bod yn ffodus iawn yn nifer y cynigion am gymorth ac rydym am ategu a chefnogi'r cynigion hyn a'r tîm presennol gydag adnoddau ychwanegol i sicrhau nad oes neb yn cael ei lethu.

Ein hamcan ar hyn o bryd yw nodi gwirfoddolwyr sydd â sgiliau a phrofiad ategol, deall eich argaeledd a'r amser y gallwch ei neilltuo i'r rôl. Unwaith y byddwn wedi symud ymlaen â'r pryniant yn agos at y pwynt cystadlu, bydd yna fwrlwm o weithgarwch i gynnwys y gwirfoddolwyr a nodwyd yn eu rolau penodedig.

Mae angen gwirfoddolwyr yn y rolau canlynol (sylwer y gall diffiniad y rolau newid o ystyried yr amgylchiadau a chynllunio pellach):

1. Cydlynnydd gwirfoddolwyr. Bydd y rôl hon yn gweithio'n agos gyda'r rheolwr sydd eto i'w benodi i sicrhau'r lefel briodol o gymorth gwirfoddol yn y siop o ystyried yr amser o'r flwyddyn a lefel y busnes a gyda'r set sgiliau a'r profiad cywir i gynnal y lefel uchel o brofiad cwsmeriaid a gwasanaeth. Trefnu gwasanaeth danfon/codi ac ati.
2. Arweinydd ariannol – mae'r rôl hon yn gyfuniad rhan amser o geidwad llyfrau/cyfrifydd sy'n atebol i'r bwrdd. Mae dyletswyddau'n cynnwys adolygu a chymeradwyo anfonebau bob wythnos i gynnal lefelau stoc, adrodd yn wythnosol ar y sefyllfa arian parod a lefelau stoc. Goruchwylio'r system rheoli stoc ac ap EPOS. Cyfraniad data ar gyfer ffurflen TAW fisol.
3. Marchnata a Gwefan: Mae hon yn agwedd gyffrous o'r gwaith y mae angen i ni ei wneud. Dim ond tudalen Facebook sy'n cael ei diweddarau'n anaml y mae'r perchnogion presennol yn ei defnyddio i hysbysebu eu presenoldeb a'u cynhyrchion.
  - a. Helpu i ddiffinio'r tro uchel a'r eitemau elw uwch yr ydym yn eu stocio, gan gydlynw gyda'r rheolwyr amrediad cynnyrch a sut mae'r cynhyrchion a'r gwasanaethau hyn yn cael eu hysbysebu ar y we.
  - b. Dyluniwch yr edrychiad a'r teimlad trwy ailwampio gwefan y prosiect presennol sy'n parhau i gyfathrebu ethos, diwylliant a chenhadaeth y prosiect yn ogystal â'i baratoi ar gyfer trawsnewid a masnachu yn y pen draw. I ddechrau, dylai'r wefan hysbysebu'r ystod o stoc, cynhyrchion a gwasanaethau ond dylai allu symud i fasnachu e-fasnach lawn yn y dyfodol ar gyfer eitemau neu ystodau dethol.

Byddem yn croesawu unrhyw un sydd â sgiliau dylunio gwefannau yn enwedig os oes gennych brofiad manwerthu. Byddai'r ymglymiad cychwynnol yn cymryd sawl wythnos i helpu i ddarparu arweiniad a gwaith dyluniadau drafft gyda'n tîm technoleg i wireddu'r dyluniad, yna efallai adolygiad chwarterol a diweddariadau i fanteisio ar dueddiadau gwe a sianeli newydd o gymathu.

4. Rheolwyr amrediad cynnyrch: Rydym wedi cydnabod hynny gyda ffocws ar categorïau y gellir eu hystyried yn ystodau cynnyrch megis nwyddau coginio / nwyddau cartref, DIY a Garddio, atgyweirio Tech a gwasanaethau eraill. Gellir rhoi'r ffocws a'r sylw sydd eu hangen ar bob ystod cynnyrch i gynyddu trosiant a gwasanaethu'r farchnad orau ar wahanol adegau o'r flwyddyn o ystyried y gofod masnachu sydd ar gael.

- a. Offer coginio a nwyddau cartref. Adolygu'r ystod bresennol, nodi bylchau neu eitemau sy'n troi'n araf. Dogfennwch broffil y cwsmeriaid rydym yn eu gwasanaethu ac felly ansawdd/cost priodol y cynnyrch.
- b. DIY gan gynnwys caledwedd (cnau, bolltau, sgriwiau, cadwyn, rhaff, torri allweddi), trydanol, plymio ac addurno. Rôl fel yr uchod ar gyfer Offer Coginio. Ystyried anghenion masnach ac adeiladwyr.
- c. Chandlery - Ehangu'r ystod o festiau bywyd yn unig, byrddau corff i wasanaethu'r cwch a defnyddwyr y clwb cychod hwylio o'i amgylch. Mae hwn yn ddychweliad cyffrous i ddyddiau cynnar Havards a fu'n gwasanaethu'r adeiladu cychod ar y Parrog.
- d. Gwersylla, Cerdded a Hamdden: o esgidiau cerdded, mapiau i hetiau a phegiau pebyll.
- e. Garddio: Had i gompostio, offer a llyfrau.

Byddem yn croesawu unrhyw un sydd â phrofiad neu arbenigedd penodol yn yr ystodau a nodwyd. Byddai cefndir o farchnata, caffael, neu gyflawni stoc yn ychwanegiad gwych i'r tîm. Byddai cyfranogiad sylweddol yn y camau cynnar gan leihau i adolygiadau chwarterol o berfformiad ac adnewyddu ystod.

5. Rheolwr siop a rheolwr cynorthwyol. Mae manylebau swyddi a diffiniadau rôl yn cael eu paratoi a byddant ar gael yn fuan - byddwn yn hysbysebu'n lleol i ddechrau am ymgeiswyr, gan ehangu'r chwiliad os na allwn ddod o hyd i unrhyw un. Disgwyliwn wahodd ceisiadau gyda dyddiad cau o ddiwedd mis Medi, cyfweliadau o'r rhestr fer erbyn canol mis Hydref a phenodi erbyn 1af Tachwedd.

Oes unrhyw rai o'r rolau rydych chi neu rywun rydych chi'n eu hadnabod? ffoniwch 07770 971543 i drafod neu e-bostiwch [info@siophavards.cymru](mailto:info@siophavards.cymru)

Diolch!!