



ENGLISH LACROSSE ASSOCIATION Ltd.

Minutes of the English Lacrosse Association Ltd. Board held 3pm on Monday 2nd December Landmark Euston House, 24 Eversholt Street, London NW1 1AD.

Present: Hannah Bowe (HB) Chair, Michael Estill (ME), Gavin Devine (GD), Mark Coups (MC) CEO, Nikki De Kretser (NK), Prashant Jobanputra (PJ), Sallie Barker (SB), Sue Livock (SL) President, Neil Edgar (NE) Ex-Officio and Paul Coups (PC) Ex-Officio (minutes).

HB outlined that due to board members having other commitments and would be leaving mid-way through the meeting, there will be changes to the agenda taking key strategic business (section 3) first.

Section 1 Routine Business Matters

1. Apologies for Absence

John Neal (JN), Chrissie Owens (CO), Hamish McInnes (HM)

2. Conflict of Interest Declarations

GD highlighted that previous statements made in relation to potential conflicts of interest arising from Women's U19 had been discussed with HB and MC and that current situation has areas which now do not present a conflict of interest to GD.

Item 10 was now taken as item 3, as stated at the start of the meeting.

Section 3 Key Strategic Business

3. EL Priority Review

HB gave a brief statement to the board on its role of setting strategy and priorities as well as informing and agreeing the content of the forthcoming Business Plan 2020-24.

HB facilitated a board discussion on EL priorities and the strategy moving forward. The following key elements framed the discussion.

3.1 The Sport Market and PESTLE Analysis

- New Government
- New Sport England Cycle
- Focus on activity rather than traditional sport
- Potential for Olympic status
- BUCS and the role of the university

3.2 National and Regional

- What does the game want?
- What do we provide?
- Who are the stakeholders?
- Role of the region?

Summary points:

- EL needs to have a clearer message for membership especially at university;

- The meetings with regions were positive especially the alignment on competitions, volunteers, school participation and club development as well as highlighting facilities as a barrier;
- there is a balance required to deliver the roles of the NGB combining risk, governance, performance, membership, communications, education and generating other investment (camps and events); and
- the role of Sport England in the NGB arena.

The board extended the discussion to encompass views on:

- staff allocation to meet the needs of the EL;
- the need to improve the membership platform and the offers presented; and
- income streams and the margins each generated.

MC summarised the meetings that he has had in relation to the shared services initiative (with Squash and Basketball). MC highlighted that a shared membership service has been identified as having an impact across the three NGB's and could be seen by Sport England as a key innovation. MC outlined that he had a post New Year meeting in place and would report back at the February meeting.

GD highlighted the lack of focus from the commercial group and the concerns he has in relation to the group's direction in generating commercial investment. MC reviewed the current commercial investment (RPC, STX, Opro and Sweet Chariot) highlighting the VIK and revenue generated. The board questioned why the commercial group had held one meeting and then not reconvened for over a year when the commercial income relating to Rathbones had not been replaced.

Actions

- ME and PC to take priority views of the board and combine with other stakeholder feedback to draft a Business Plan for the February meeting.
- Commercial Group to convene in the New Year.

Item 11 was now taken as item 4 as stated at the start of the meeting.

4. RemCom Update

NK reviewed the staff survey and the key points that it raised. NK summarised the staff value proposition circulated prior to the meeting identifying the following key points:

- mentoring opportunities and how to progress them;
- health and wellbeing as a benefit; and
- the possibility of a one-off £200 (net) staff Christmas bonus.

The board discussed the key points agreeing on the direction and the bonus. NK outlined that the proposition will be finalised for a New Year launch to the staff.

NK informed the board that an individual had been identified for RemCom with suitable skills. MC and NK will be interviewing the candidate on the 4th December 2019.

Actions

- NK and MC to interview RemCom candidate
- NK and NE to review Health and Wellbeing options
- NK and PC to review the mentoring opportunities
- NE to implement the one-off staff bonus

Item 9 was now taken as item 5 as stated at the start of the meeting. All Ex-Officio and non-directors were asked to leave the meeting.

5. Sport Resolution Report

HB reviewed the Sport Resolutions report.

ME left the meeting.

Section 1 Routine Business Matters (continued)

6. Minutes of the Last Meeting

Minutes of the 6th October 2019 meeting were approved.
Minutes of the EL AGM 6th October 2019 were approved.

7. Matters Arising

PC was advised to retain the completed actions from the action log however the board only wish to view those which were current.

8. CEO Report

MC reviewed the discussion with Newitts (equipment supplier) and the potential impact of the proposed starter stick and its low price point.

MC to continue discussion and initiate discussions with Newitts in relation to an endorsement royalty.

9. Strategic Risk Matrix

MC reviewed the revised Strategic Risk Matrix and asked for feedback on the format. All agreed to now use the format presented.

Section 2 Finance

10. Q2 Accounts, Cash Flow

NE outlined he had had no question on the circulated Q2 accounts and current cash flow position.

PJ highlighted he would like a discussion with MC and NE in relation to membership, the regional relationship and the budget allocation provided to them.

MC outlined the changes that had been made with the regions through the revised Bye Laws voted in at the AGM.

The board had a broad discussion on taking the process further in relation to item 3.

NE summarised discussions with the Senior Leadership Team to draft the 2020-21 budget.

Actions

- MC and NE to meet PJ
- NE to work with SLT to draft budget for next FARC

11. Enterprise Lacrosse and Lacrosse 2017

NE outlined that L2017 Annual Accounts had been submitted and we are still waiting on resolving an issue with WL before we finalise the accounts and lay the company dormant.

Enterprise Lacrosse Limited in in the process of being closed down.

12. AOB

- MC reviewed the actions from October in relation to board and President recruitment.
- MC outlined that EL will be hosting a "Volunteer Celebration and Awards" during the forthcoming Japan test series in May and is looking to have the new President in place for then.
- HB thanked SL for her tenure and to SB for continuing attendance at the board (and Chair of NLC) until the new directors are in place.

Actions

- MC to circulate President candidate list to Governance and Nominations Group
- PC to update board recruitment pack and circulate to Governance and Nominations Group

The meeting closed at 6.02 p.m. with thanks to the Chair, wishing everyone a Merry Christmas and Happy New Year.

DONM

Dates to be circulated through doodle poll for confirmation.

Dates for 2020

Monday 24th February

Tuesday 12th May (including staff away session)

Wednesday 9th September

Sunday 11th October (AGM and short meeting)

Monday 7th December

Distribution: Hannah Bowe, Mark Coups, Prashant Jobanputra, Hamish McInnes, Gavin Devine, Michael Estill, Nikki De Kretser, John Neal and Chrissie Owens.

Cc: Sue Livock, Sallie Barker, Neil Edgar.