



ENGLISH LACROSSE ASSOCIATION Ltd.

Minutes of the English Lacrosse Association Ltd. Board held 4pm on Monday 22nd February 2022 via TEAMS conference call.

Present: Hannah Bowe (HB) Chair, Mark Coups (MC) CEO, Jane McCarthy (JM), Nikki De Kretser (NK), Michael Estill (ME), Prashant Jobanputra (JP), Gavin Devine (GD), Will Evans (WE), John Neal (JN), Jill Giddins (JG), Tim Hunt (TH), Neil Edgar (NE) Ex-Officio, and Paul Coups (PC) Ex-Officio (minutes).

HB welcomed all to the meeting and took item 11 at this point as item 1. HB asked Jill Giddins and Tim Hunt to leave the meeting until the item has been covered.

1. Board Appointments

HB reviewed the INED recruitment process, updating the board on the proposed INED candidates.

The board approved the appointment of Jill Giddins (JG) and Tim Hunt (TH) to the board as new INED's for a term of 3 years.

JG and TH were invited back to the meeting and welcomed to the board.

HB updated the board on the succession plan for JN identifying that he will be moving off the board on completion of this term of 3 years and that Mark Jeffreys will be proposed to take up an INED position at that point.

Section 1: Routine Business Matters

2. Apologies for Absence

Susan Gordon (SG) Natasha Dangerfield (ND) President

3. Conflict of Interest Declarations

Now none to declare. MC highlighted that JG and TH will receive the CoFI declaration as part of their INED induction pack.

Action

- PC to send induction packs to JG and TH.
- HB to send letters of appointment to JG and TH.

4. Minutes of the Last Meeting

The minutes of the ELA Board Meeting 24th were approved as a true record (Proposed NK, seconded PJ).

5. Matters Arising

There were no matters arising.

6. CEO Report and Action Log

HB invited MC to provide an update on papers 2 and 3.

MC added to the written papers with a verbal update outlining:

- Sport England contract has now been received, signed, and returned; the board congratulated all involved,
- the consequences of the pandemic are still to be fully understood and that EL are not alone highlighting: the impact at universities through the restructuring of university employees, school budgetary constraints, recruitment in certain areas through reduction in school sport, contraction of volunteers especially coaches and officials (echoed by WE),
- the impact of Covid will require continued focus on generating insight to ensure interventions and investment support areas of need,
- a review of the business plan to ensure priorities of new interventions are balanced with the needs of the traditional game is required, and
- continued responsibility to manage the risks presented by the performance programme and the heightened challenges presented by developing EL interventions alongside potential involvement in international multi-sport events (Commonwealth and Olympics).

The board had a brief discussion on the report with key points highlighted:

- staff morale and wellbeing, MC outlined the recent staff survey had been completed and Remcom will produce a review, but an initial review of the survey had provided a positive view from staff with NE adding that Head Office had now reopened enabling Manchester based staff to use the space as part of a hybrid environment,
- Sport England settlement in relation to previous cycles, NE confirmed that the settlement has been retained at 2017 levels, which will present a standstill but not a reduction, and
- championing the Fly and the investment into the product alongside consideration of how to overcome some the challenges presented from certain quarters, with a suggested need for clearer communication to stakeholders around the basis for EL's focus on 6's be done across all areas on the 6's pathway and specific focus on identified groups.

Actions

- MC to coordinate with CR to instigate 6's communications.
- Remcom to provide a summary staff survey review.

7. Strategic Risk Matrix

HB tabled paper 4, highlighting the new risks and the risks that have been mitigated.

MC referred to the risks identified in item 6 reiterating the need for board support to mitigate against those risks.

The board discussed the matrix highlighting:

- continued risk in sponsorship engagement, and
- positive ED&I work that EL is already undertaking notwithstanding the need to continue with interventions that address this area (led by the ED&I group).

It was noted that the appointment of TH to the board is a step to support the commercial direction of identified EL properties and the potential they provide to sponsors, more needs to be done to communicate the positive ED&I work that EL is already undertaking notwithstanding the need to continue with interventions that address this area, and the need to review current partners highlighting gaps that support the EL direction and supporting interventions.

Actions

- Review of current partners.
- TH to be invited onto Business Group.
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8. Q3 Financials

HB invited NE to review paper 5.

NE outlined the positive position for cash flow and balance sheet, highlighting the continued controls on expenditure and the efforts by staff to meet budgets. NE highlighted that Q4 is generally a deficit quarter and the forecast shown will be close to the final position, adding that the work 2021-22 has enabled a positive platform for 2022-23.

Q3 finances were approved (proposed JM, seconded GD).

9. Budget 2022-23

NE tabled paper 6 for board consideration outlining:

- continued investment into The Fly to build on the positive start and to create our own suite of events (eg. Fly, National Schools, internationals) to provide commercial opportunities,
- Sport England investment is in place until 2027,
- continued support for summer lacrosse hubs as a platform for more inclusion in lacrosse,
- a protected salary base,
- confidence in the cashflow to achieve the budget, and
- more confidence in the financial protocols and procedures to limit risks posed by the international tour schedule.

HB encouraged the board to take a 2-year view on the budget to support the new interventions.

The board had a wide-ranging discussion on the proposed budget, highlighting:

- capacity to deliver especially understanding that staffing level will not necessarily increase, and maximising volunteers will be key,
- cost benefit analysis alongside an income plan to generate a cost to achieve overview,
- securing The Fly brand to enable a more commercial product,
- the work ND is undertaking to develop a narrative with Heads and Directors of Sport to address the future direction of National Schools, and
- the need to differentiate between the objectives of EL and British Lacrosse (BL) as the possibilities of Olympic inclusion increase.

HB invited MC to review the BL position.

MC outlined:

- there is a need for Home Nations to support BL to undertake its objectives, it has no income besides athlete contribution which provides limited liquidity, and
- the 3 Home Nations have been formally written to by BL asking for limited financial support either in the form a grant or loan (£7k per nation), Scotland has provisionally agreed pending paperwork.

The key points from the board discussion highlighted:

- although there may be potential cannibalisation on EL interventions by BL, CR viewed this as a small threat,
- MC consider that it was unlikely EL would be asked for more investment if other Home Nations did not support the request, noting Scotland's position,
- although not immediate a loan is hoped to be recouped in the fullness of time, and
- Succinct outlining our support has potential to clarify the BL / EL position and objectives.

The board approved a £7k loan to BL.

The board approved the 2022-23 budget (proposed WE and seconded JM), with thanks to FARC and NE for their work.

Actions

- MC to draft a loan agreement for approval.

- MC to confirming in writing to BL.

10. UKAD Education Strategy

Paper 7 was tabled and approved by the board (proposed WE and seconded JN).

11. Adults at Risk Policy

Paper 8 was tabled and approved by the board (proposed JM and seconded WE).

12. Competition Management System

This item was deferred to the 3rd May meeting.

AOB

- National Schools will be held 19th and 20th March at Aldershot, all welcome to attend.
- 3rd May Board meeting (to be held Greater London area) will also involve a staff / board workshop and social, ideas for discussion: inclusion, review of Business Plan, Strategy investment plan, strategy vs reality, barriers / challenges / opportunities.

Action

- MC to coordinate 3rd meeting structure and outcomes.

The meeting ended 1800 with thanks to the Chair and all for their contribution.

Dates for 2022

Tuesday 3rd May

Tuesday 6th September

Sunday 9th October (with AGM, may need to be moved to a weekday depending on AGM consultation)

Tuesday 6th December

Distribution: Hannah Bowe, Mark Coups, Prashant Jobanputra, Gavin Devine, Michael Estill, Nikki De Kretser, Jane McCarthy, Susan Gordon, Will Evans, Jill Giddins, Tim Hunt and John Neal.

Cc: Natasha Dangerfield, Neil Edgar.