

ENGLISH LACROSSE ASSOCIATION Ltd.

Minutes of a Board meeting held on Sunday 2nd October 2016 at Hilton Hotel, Warwick commencing at 2pm.

Present: David Marsden (DM) Chair, Mark Coups (MC), John Neal (JN), Sallie Barker (SB), Ron Balls (RB), Clare Stoot (CS), Neil Edgar (NE), Denise McGlinchey (DMc) – Minutes.

Apologies for absence: Melanie Steel (MS), Hamish McInnes (HM), Sue Livock (SL)

The meeting was opened by David Marsden and the meeting agreed that he would chair this board meeting.

MC informed the meeting that Polly McGivern has completed her term within the ELA board. Sue Livock will write a letter of thanks to Polly for her significant contribution to the ELA and the Board over the past 3 years.

1. Conflict of Interest Declarations

None additional declared at this time. MC noted that JN needs to sign the conflict of interest declaration form. DMc to action.

2. Values Refresh

The board were reminded of the ELA 6 core values which are excellence, accountability, respect, integrity, team work and inclusivity. MC confirmed posters containing the values would be produced and displayed in the new office.

3. Minutes of last meeting held on the 06.09.16

Approved

4. Matters arising (not covered on the agenda)

John Neal was welcomed to the board meeting and formally appointed as Chair of the Board.

DM acknowledged that the review of the role of president has not been formalised yet and confirmed that SL and DM will produce a proposal (which will include a new job description) to present to the Board in the next couple of months.

CS asked the Board to consider SL for the position of president until post 2017 WC event and DM to take the role until after 2018 WC. CS proposed a re-election for president should take place after these two world events had taken place to ensure continuity.

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MC agreed that the organisation required continuity during the next 2 years and highlighted the need to have an agreed plan in place for the future of the president's post WCs. SB reiterated the need for equality within the role of president with no gender dominance.

The Board agreed to further discussion with regards to the president's role as figurehead for ELA including if there is a need for this position within the organisation, at a later date.

Strategic Business

5. Scorecard (monitoring of business plan)

Paper 2.

MC explained the circumstance behind the formation of the Scorecard paper. He highlighted that its primary aim is to provide a simple reporting mechanism for the Business Plan which can be regularly reviewed at the board. It will enable the Board to focus on the outcomes, areas of strengths and areas that are not meeting targets and therefore address the accountability concerns previously expressed.

The Scorecard was created by EL's research group who looked into best practice in the market place and examples from other organisations. They then assessed our requirements. The Scorecard is to be reviewed by SMG and the Board.

MC noted that there are currently no baselines for the KPI's in the document and this is being addressed.

SB questioned why the two world cup events were not included in the Scorecard. MC confirmed that the Scorecard had been created to sit alongside the four year Business Plan. The Board agreed that the two world cup events should be included in the Scorecard.

CS highlighted an error on the top header row, column Year 2 Target and Year 1 Target (should say Year 2 Target.)

The Board approved the Scorecard with two amendments.

The Board thanked the research groups involved in the development and creation of the Scorecard.

6. New Performance Structure

The Board reviewed the new performance structure and the proposal from the Performance Committee to create three sub groups. The groups Coaching, Management and Technical will provide advice and direction on operational tasks and report to the Performance Committee. This will enable the Performance Committee to take a more strategic overview of the talent and performance pathway.

Current update on the development of these three groups is: the coaching group is already running; the management group and technical group are not yet set up. Jane Powell will be issuing invitations to attend the group in the next month.

MC added that recent negotiations between Sport England and Jane Powell mean that it is likely ELA will continue to receive talent funding. He added that a further £20k fund has been identified by Sport England for a Lacrosse research project and this application is currently being processed.

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7. 2017 Update

The meeting was informed that the main reason for the 2017 agenda item was to give JN an event update and the material provided was to give an overview of the events current position for all board members.

SB highlighted the Success Factors – Paper 7, pointing out the importance of a realistic financial target. SB highlighted that an issue has arisen with regards to the cost to the countries taking part in the event (a number of countries have commented that the fees are too high). SB confirmed that discussions are currently taking place with FIL to resolve the issues and that the second instalment of money from the countries taking part in the event is now due.

MC commented on the divide in the lacrosse community between countries who want a world event and junior developmental nations who want to participate in a festival type event. MC pointed out that the main challenge now is to work with FIL to resolve these issues and aim to keep the lacrosse community together. MC added that payment is one issue in a series of issues, such as the sales of tickets, requirement for television and security.

RB highlighted the major issue is that the cost for accommodation of £120 per person, per night is for singles occupancy but the teams are used to sharing a room at the same cost. RB pointed out that Guildford is a high cost area. RB also added that since the bid was placed for the event, security costs have risen over recent years.

MC added that 2017 has good management, strong partners, MLS who are committed to producing a high quality world event and sound commercial partners.

Discussion was held around the final costs from Surrey Sport Park for accommodation. It was agreed by the Board that SB and MC should keep negotiating with SSP on accommodation and venue charges.

It was agreed by the Board that a summary sheet for the WC 2017 event should be provided at the Board meetings and included on the agenda from now on in order to keep Board members up to date on the progression of the event.

8. Agenda Items:

Sport England Funding

MC informed the Board that SE released a sample grant application template on Friday, with a finance sheet. He added that the investment range will be identified to ELA within the next two weeks in a solicitation letter. MC to send to the Board when it is received.

UKVI

MC updated the Board on the current situation with UKVI. He confirmed that from 31st July ELA are reinstated as a sponsor organisation enabling the sport to employ overseas coaches from non EEC countries. MC noted that to date ELA has not submitted new criteria for sponsorship to take place so in actuality no non EEC coaches could be presently employed. MC added that ELA will be providing new criteria in the next month to UKVI and are targeting relaunch of system by January 2017.

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MC confirmed that ELA would not employ coaches but would endorse coaches for other organisations, such as club, to employ.

Independent Coaching Education UK

MC updated the Board on the Independent Coaching Education UK, who provide rugby coaches to universities and schools. ELA are seeking an agreement with ICE UK to supply coaches to universities and schools for Lacrosse. The agreement will detail a kitemaking fee and for ICE employee education from ELA. MC added that they have placed 30 coaches into independent schools and universities in September 2016. MC highlighted that ICE also provide weekly newsletters across independent schools and preps and universities and the agreement will provide ELA access to this service.

Individual Registration

Discussion was held about school girls registering to play at the National Schools Event. The Board agreed that the fee for National Schools needs to be considered in light of the new Individual registration system. The Board noted that if the decision is taken that the cost of the event is reduced for schools and girls registered, schools will need to be informed by Christmas 2016 in order to prepare.

JN suggested that a competitions league for schools playing at the event should be introduced in order to help build momentum. MC to discuss with relevant staff and volunteers.

CEO visit to Baltimore, USA

MC informed the Board of his trip to Baltimore, SA to discuss the England Women's participation in US Fall classic event. MC is also meeting STX with reference to their ongoing sponsorship of ELA. MC to provide a briefing note to the Board.

Routine Board Business

9. Future Board Meeting Dates

It was agreed by the Board to cancel the two dates of the 10th November and 6th December for Board meetings. The new Board meeting date will be Friday 16th December with a Christmas lunch at 1pm followed by the Board meeting.

The Board agreed that the AGM will be in October from now on.

10. Our Values in Action

Values were maintained.

Meeting closed with a vote of thanks to the Chair at 4.00pm

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Future Meetings:

2016

Friday 16th December - Christmas Lunch followed by Board Meeting

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