



ENGLISH LACROSSE ASSOCIATION Ltd.

Minutes of the English Lacrosse Association Ltd. Board held 4pm on Tuesday 6th December 2022 via TEAMS conference call.

Present: Hannah Bowe (HB) Chair, Mark Coups (MC) CEO, Jane McCarthy (JM), Nikki De Kretser (NK), Michael Estill (ME), Gavin Devine (GD), Will Evans (WE), Jill Giddins (JG), Tim Hunt (TH), Mark Jeffreys (MJ), Natasha Dangerfield (ND) President, Neil Edgar (NE) Ex-Officio, Caroline Royle (CR) Ex-Officio, and Paul Coups (PC) Ex-Officio (minutes).

Section 1: Routine Business Matters

1. Apologies for Absence

Prashant Jobanputra (JP), Michael Estill (ME)

2. Conflict of Interest Declarations

None to declare.

3. Minutes of the Last Meeting

The minutes of the ELA Board Meeting 6th September were approved as a true record (Proposed NK, seconded ND).

4. Matters Arising

HB reported to the Board that Susan Gordon has stepped down from the EL Board and as Chair of Remcom. HB highlighted the significant contribution that Susan had made not just at Board level but also sub-committee chair. HB thanked NK for Chairing the last Remcom and advised the Board of the additional support the committee is now utilising.

5. 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:

- no ongoing significant safeguarding issues or cases, outlining that since the last meeting one (1) individual had been referred and interim all game ban imposed which has since been rescinded;
- thanks to the Board members for their work and support to EL over the last 12 months; and
- a review of the position regarding the clash of dates between National Schools Lacrosse Championships 2023 and the National Netball Finals 2023, summarising the steps that had been taken and the current position.

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The Board had a broad discussion in relation to the National Finals clash, reviewing the steps and providing support to the actions to be taken,

Actions

- MC to contact England Netball to limit future clashes, and outline joint messaging for 2023 and future years.
- ND coordinate with MC to support dialogue with the Head Teachers who have raised concerns.

6. Strategic Risk Matrix

HB tabled paper 4, highlighting the changes to the Risk Matrix, especially the financial risk.

MC outlined that the Risk Matrix will be updated for the February Board meeting, adding that challenges to the budget 2023-24 may provide new risks to EL

7. Remcom Update

HB invited NK to provide an update on the recent Remcom activity. NK outlined the challenges to the staffing realignment (with SE award and business plan refresh) and issuing of new job descriptions that Remcom has been overseeing.

MC echoed HB's earlier comments, thanking NK for stepping in as Chair of Remcom to finalise the discussions, also highlighting that the communications staff will need a similar process.

MJ reported on the appointment of Derek Morgan as the new National Performance Manager, and the appointments of the Senior Women's Head Coach and manager.

PC provided an update on the recruitment of a new Chair.

Action

- AM and PC to coordinate EL Board members (and John Neal) for Chair interviews.

8. Governance Update

HB tabled papers 5 and 6, highlighting the need for flexibility in sub-committee chair attendance at AGM and also in relation to composition of sub-committees.

The Board had a brief discussion, outlining that Board presence on sub-committees is a key element not necessarily Chair alongside clarity of AGM reporting is important.

Action

- PC to coordinate with JG on suitable adjustments to Tor for offline agreement.

Section 2: Finance

9. Q2 Financials

HB invited NE to review paper 7.

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NE summarised the current position, identifying that EL is currently on budget adding that staff costs and events will be the areas for close monitoring 2023-24.

MC outlined that the February Board will have more opportunity to discuss the finances and opportunities to consider appropriate fee adjustments.

Section 3: Key Strategic Business

10. Stakeholder Engagement, Domestic Game Review and Score Card

HB invited MC to review Papers 8, 9 and 10.

MC summarised the main pressures in the system:

- the traditional men's domestic game, the number of registered men's teams and junior boys has not returned back to pre-covid levels;
- women's game is sustaining itself;
- university work is positive;
- a need to maximise a post university offer to flow through to community;
- school affiliation needs monitoring; and
- coaching registrations do not reflect the true numbers of trained coaches, with limited compliance to additional requirements (DBS, 1st Aid, etc.).

The Board discussed the issue surrounding the coach registrations highlighting:

- potential to work with other NGB's;
- develop a supportive but adherence approach;
- support the areas in need to help stimulate growth alongside enabling coaches to be compliant; and
- look at partners to support the additional requirements (e.g. TLF, schools, etc).

WE thanked the staff for their work, highlighting a much-improved discussion at NLC and a very professional analysis document.

Actions

- MC to coordinate with staff on fresh initiatives to address coach registrations.

11. Sales Deck

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HB invited CR to present the sales deck and Lark engagement.

CR summarised the process for refreshing the sales deck, highlighting the support from TH and the Business Group.

CR outlined the current discussions with Sweet Chariot, Vita Health and Brown Advisory.

CR reviewed the process for tailoring the sales deck as required for each potential partner from the broad initial presentation, outlining the steps taken with Brown Advisory to provide a targeted deck.

TH highlighted the learning from the process, enabling a bench mark for each property, adding the need for:

- allocated staff time;
- potential agency support (small or large); and
- Board contacts for potential partners.

CR outlined the current position with Lark and the development of an EL narrative, highlighting the next step is to bring this narrative "to life".

The Board agreed that the narrative is the tool to define the EL position and underpin communications.

12. AOB

- HB outlined that this would be the last meeting she would chair, thanking the Board for all their work and the support of the Chair.
- The Board thanked HB for all her work and wished her well for the future.

The meeting ended 1806 with thanks to the Chair and all for their contribution.

Dates for 2023

21st February

2nd May

5th September

October ELA Ltd. AGM (with very brief Board meeting post AGM)

5th December

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

Cc: Natasha Dangerfield, Neil Edgar.

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