



ENGLISH LACROSSE ASSOCIATION Ltd.

Minutes of the English Lacrosse Association Ltd. Board held 4pm on Tuesday 23rd February 2021 via TEAMS conference call.

Present: Hannah Bowe (Chair), Nikki De Kretser (NK), Mark Coups (MC) CEO, Hamish McInnes (HM), John Neal (JN), Michael Estill (ME), Prashant Jobanputra (PJ), Chrissie Owens (CO), Gavin Devine (GD), Jane McCarthy (JM), Will Evans (WE), Sallie Barker (SB), Natasha Dangerfield (ND, President), Sue Livock (SL), Neil Edgar (NE) Ex-Officio, Jane Powell (JP) Ex-Officio, and Paul Coups (PC) Ex-Officio (minutes).

Section 1: Routine Business Matters

1. Apologies for Absence

Susan Gordon

2. Welcome and Appointment of Will Evans as INED and Chair of NLC

HB opened the meeting with thanks for all attending and a special thanks to SB and SL to their long-standing volunteer support and commitment to lacrosse. HB tabled the appointment of WE as new INED and Chair of NLC to the board for a vote. The board voted unanimously to appoint WE to the board and the NLC Chair.

HB welcomed WE to the board. HB congratulated ND as the newly appointed President and also welcomed her to the meeting.

SL passed on her thanks to the board for all their work during her tenure as President and supporting EL through some challenging issues whilst continuing to move the sport forward. This was echoed by SB, adding that she will be supporting WE as he commences the Chair of NLC.

Action

MC to send appointment letter to WE.

3. Conflict of Interest Declarations

JM (the Lacrosse Foundation and Senior England Men's Squad).

4. Minutes of the Last Meeting

The minutes of the ELA Board Meeting 7th December were approved as a true record.

5. Matters Arising

There were no matters arising.

6. RemCom

Item 10, RemCom update was taken at this point in the meeting.

NK summarised the challenges faced by the staff since the last meeting, highlighting the operational work by Abi Merrill in supporting RemCom in staff matters and wellbeing.

NK reviewed the "light touch" appraisal process for 2021 and policy review process is on going as part of Remcom's monthly business.

MC outlined the continued use of webinar engagement to support volunteers.

7. CEO Report, Action Log and Sub-Committee Reports

MC tabled papers 2, 3 and 4 for discussion.

MC referenced the 22nd of February statement by Downing Street which has set in motion preparations for a 29th March return to play (RTP) to team sports and as such staff are now reviewing the protocols used in previous RTP. MC added that he has met with Regional Chairs to ensure a measured and consistent approach to RTP is in place. HB identified that GD could be able to support with communication to DCMS as required.

MC reiterated the issue with the definition of elite status for the National squads, GD offered to support JP in writing again to UK Sport and Sport England regarding "Elite".

MC informed the board that there will be changes to the insurance moving forward, with pandemic cover being removed. This is common to all industries as well as sports NGB's.

The board had a general discussion on legal statements currently used by other sports in relation to liability, WE and HM provided examples that EL can use as guidance.

HB reviewed paper 4 and asked the board for feedback.

Action

- HB to coordinate feedback to SLT on paper 4.
- GD to support with communications to DCMS, UK Sport and Sport England.

8. Risk Matrix

MC tabled paper 5 outlining a further refresh to the Risk Matrix had been approved by FARC.

Section 2: Finance

9. Q3 Financials and Cash Flow

NE tabled paper 6, summarising the headline points. NE highlighted the surplus to be carried over into 2021-22, adding that staff expenses are down, membership remained positive but adjustments may be required for 2021-22 depending on how much summer engagement is undertaken, no events occurred, and small surpluses were made in other income streams (education, camps and academy).

NE outlined that Sport England reporting will be completed on time and noted the positive support from them.

The board discussed the current position, highlighting the positive financial outcomes considering the pandemic.

The board reviewed the membership position, highlighting support may still be required for 2021-22, but to also continue to set out incremental increases moving forward.

HB thanked NE for his work managing the finances.

10. Budgets 2021-22

NE tabled paper 7, highlighting the rollover financials from 2020-21 which should allow a 2-year view of the EL fiscal position from 2020 to 2022.

NE identified the key areas that will need investment for RTP whilst advising for flexibility and agility as we reinvigorate and refresh the sport.

NE highlighted the work by the Senior Leadership Team (SLT) in managing the finances and supporting the budgetary process.

ME outlined the work of the Business Strategy Group in coordinating priorities to restarting income alongside RTP.

JM enquired about the risks involved in the outlined spend, ME confirmed that FARC was comfortable with the assumptions in budget and that regular reviews are in place so adjustments can be made as necessary. NE added that reinvestment for restart also supports the wider Sport England dialogue.

NE reviewed the main risks and assumptions in the budget highlighting: IR, Performance squads, camps and academies as being areas for agility and focus. NE outlined that cashflow will be manageable with the usual focus on ensuring any zero budget areas (eg performance squads) are closely monitored. NE highlighted the need to continue to set out incremental increases which is necessary to cover costs and resources which remain essential even in periods of non-activity and to assist in ensuring safe return and long-term access to play.

NK enquired about progress with the summer lacrosse intervention, ME and GD provided feedback from the Business Group and the Events / Marketing Group on the work being undertaken and the scalability of the product. Adding that this is the first year which will generate insight to inform subsequent years.

GD identified a need to ensure a "hearts and minds" communication thread is behind IR (as per insurance conversation in item 7 as well as restrictions to playing 2020-21), a point supported by WE, MC welcomed the direction and suggested GD could support the dialogue.

GD revisited the discussion on the stresses to the performance squads as regards the 2022 calendar, NE confirmed that there is to be a presentation to the players.

The board approved the 2021-22 budget.

Actions

- GD to assist MC / CR with the outward facing comms in relation to IR.
- NE to work with JP on the performance squad financial presentation.

11. Sport England Investment 2021-22

PC tabled paper 8, reviewing the current Sport England engagement, the agreement of the template and the increasing focus on inclusion.

HM outlined the direction of Sport England in its engagement with NGB's through the Traverse Consultation, focusing the role of NGB in 9 areas.

JN and WE provided an overview on the positions taken by cricket and triathlon respectively, reiterating the inclusion agenda and its positioning in each sport.

MC reviewed the education and training that EL has undertaken over the last 12 months to support the inclusion agenda and suggested that a "Working Together" sub-group be formed to coordinate this area of work.

The board agreed to the formation of the group.

Action

- MC to form a group to coordinate the inclusion area of work.

12. AOB

There was no other business.

HB thanked the board for their work closing the meeting at 18.08

Dates for 2021

Tuesday 4th May

Tuesday 6th September

Sunday 10th October

Tuesday 7th December

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

Cc: Natasha Dangerfield, Sue Livock, Sallie Barker, Neil Edgar.