**ENGLISH LACROSSE ASSOCIATION Ltd.**

Minutes of the English Lacrosse Association Ltd. Board held 4pm on Tuesday 4th May 2021 via TEAMS conference call.

Present: Hannah Bowe (HB) Chair, Nikki De Kretser (NK), Mark Coups (MC) CEO, Hamish McInnes (HM), Susan Gordon (SG), Michael Estill (ME), Prashant Jobanputra (PJ), Chrissie Owens (CO)**,** Gavin Devine (GD), Jane McCarthy (JM), Will Evans (WE), Natasha Dangerfield (ND) President, Neil Edgar (NE) Ex-Officio, and Paul Coups (PC) Ex-Officio (minutes).

**Section 1: Routine Business Matters**

1. **Apologies for Absence**

John Neal (JN)

1. **Conflict of Interest Declarations**

JM (The Lacrosse Foundation and Senior England Men’s Squad).

1. **Minutes of the Last Meeting**

The minutes of the ELA Board Meeting 23rd February were approved as a true record (WE seconded by HB).

1. **Matters Arising**

There were no matters arising.

1. **CEO Report, Action Log and Sub-Committee Reports**

MC tabled papers 2 and 3 for discussion.

MC highlighted the following additional information:

* the Whyte report and its potential for further NGB regulation will need to be studied once the final version is made public, MC to provide board with relevant information,
* the steps taken with Rocca to confirm the Competition Management System (CMS) which is targeted be in for the 2021-22 season,
* the joint letter with Orienteering (supported with input from GD) in relation non-elite status to be submitted to DCMS, UK Sport and Sport England.

HM wished to minute the key work and value by Jane Powell (JP) to EL as she moves to a new shared post with the ECB.

HM also added to MC’s point regarding the Whyte report highlighting the new UK Anti-Doping assurance framework and potentially another framework relating to integrity.

1. **Score Card and Risk Matrix**

MC tabled papers 4 and 5.

HB congratulated those involved in delivering the Easter camp programme with the positive number of clients.

HB asked PC to provide information in relation to the issues surrounding workforce highlighted in the score card, PC outlined that al the figures will be reviewed following registration in September / October and a clearer picture will be evident by then.

1. **RemCom**

NK summarised the work of RemCom since the last meeting highlighting:

* appraisal process for 2021 now complete
* Staff have been identified for potential uplift following role changes and appraisals
* As mentioned by HM in item 5, JP has started a new part-time position with the ECB
* Martin Cragg will be moving on from EL to a new teaching position in July
* Hannah Royer has been brought in to support social media on a freelance contract
* and policy review process is on going

The board had a brief discussion in relation to board composition and the refreshed Code for Sport Governance reflecting the desire to develop boards with underrepresented groups and support diversity. WE and HM, supported by PC outlined that no timescale had been set with regards this, although it is widely expected that the new code will reference these areas.

1. **NLC**

HB invited WE to provide a review of the recent NLC meeting.

WE provided the board with a summary of his first NLC meeting as Chair highlighting, the distribution of a survey to the current committee in relation to the steps needed to take the committee forward.

**Section 2: Finance**

1. **Membership and Affiliation Fees 2021-22**

HB took item 10 as item 9 at this point.

MC tabled paper 7 for discussion.

The board had a broad discussion on the paper noting that the points for consideration are similar to 12 months ago and that the recovery from COVID restrictions is going to require significant investment not just for 2021-22 but going forward.

The board voted to increase the membership and affiliation fees by 5% by 9 votes for 2 against.

**Actions**

* GD to assist CR with messaging.
* MC to raise the decision with Regional Chairs for feedback prior to any announcement.
1. **Q3 Financials and Cash Flow**

NE tabled paper 6, summarising the positive nature of the balance sheet given the support received over the year to assist the organisation and restart / return to play.

NE highlighted:

* Sport England and National Squads will be the significant risks to the financial position over the next 4 quarters.
* Beevers and Struthers will be undertaking the audit at the start of May (as last year through a virtual audit).

ME echoed the points outlined by NE. HB thanked NE and the work of FARC.

**Section 3: Key Strategic Business**

HB welcomed Abi Merrill (AM), Helen Amos (HA) and Kasey Allen (KA) to the meeting.

The board received 3 presentations, each followed by a Q&A. The board received copies of the presentations following the meeting.

1. **New Market Engagement (HA)**

Key points from the presentation on expansion in the state education sector with an initial focus on FE / Colleges:

* the role of each partner was reviewed and how EL is engaging with them, ensuing staff capacity is monitored to ensure outcomes are achieved without being overstretched,
* the price of a stick has had a significant impact,
* the wider engagement of the Youth Sport Trust (YST) needs consideration,
* review the potential involvement of active partnerships taking the programme wider.
1. **Summer Lacrosse (KA)**

Key points from the presentation:

* conversion rates currently at 22% from registered interest
* KA outlined the key steps that are in place in relation to the intervention and its roll out,
* a need to broaden the discussion through social media beyond the current lacrosse core market,
* an acceptance that this intervention is dealing with behaviour change and therefore will require more messaging and may have a slow initial uptake.

JM voiced strong support for the programme, echoed by ME.

1. **National 6’s Event (HA)**

Key points from the presentation:

* fresh, dynamic and exciting,
* a focus on free to air streaming to drive intertest (in line with World Lacrosse thinking) with charging for this to be considered in the future,
* explore potential alignment to “The Hundred”,
* a slow sign up from the men’s code although this was improving.

HA reviewed the issue surrounding the women’s umpires in relation to the World Lacrosse 6’s rules and the additional steps being undertaken.

NE outlined that any investment generated from WL would be an income on the budget.

The following were points from the board in relation to all the presentations:

* HM outlined the interventions demonstrated ambition and energy that shows EL is looking to reinvigorate, reinvent and refresh the sport post COVID alongside restart,
* JM congratulated the staff and will support invigorating the men’s engagement,
* GD and WE echoed the support for the interventions.

**Actions**

* HA to consider wider engagement of YST and coordination with active partnerships.
* HA to explore alignment / coordination with “The Hundred”
* KA to coordinate a wider messaging for summer lacrosse through Hannah Royer and CR
1. **AOB**
* HB highlighted the need for a board / staff social and asked AM to coordinate
* HB added that there will be a need a bring together all involved in these ambitious projects at the end of the summer.

HB thanked the board for their work closing the meeting at 18.02

**Dates for 2021**

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, Neil Edgar.