

## Board Meeting: 21 September 2022

### Board Members

Paul Thorogood (PT), John Davies (JD), Helen Arnold-Richardson (HAR), Jared Lougher (JL), Katie Langan (KL), Tom Horrocks (TH), Adam Thompson (AT)

**Invited:** Colin Metson (CM), Adam Park (AP), Chris Type (CT) and Rachel Sansom (notetaker)

**Apologies:** Richard Brice (RB) and David Dulieu (DD).

ITEM	NOTE	
1.0	PT welcomed everyone to the meeting and confirmed the meeting was quorate. He requested that all Board members confirm no Declarations of Interest. Apologies had been received from RB and DD.	
2.0	<p><b>TO RECEIVE MINUTES AND REPORTS</b></p> <p>All sub-committee meeting and working group minutes were accepted.</p> <p>PT gave feedback from the meeting with the divisional representatives. He advised that lessons learnt were that communications need to be better, more help and advice is needed by the clubs on where to get funding and that the clubs want to be heard. PT confirmed that it is apparent that the divisions have been neglected and they want value from Welsh Boxing. AP outlined the challenges in communicating with some divisions and that it has to be a two-way process. CM advised that staff have attended meetings in the East, North and South divisions and feedback was very good. The West is planned.</p> <p>PT said there were concerns about delivering training and this was covered in the meeting with a request for help in identifying individuals to support the training. AP confirmed there had been a good response to joining the coaching team. He also added that two club coach courses have been held, so exceeding the expectations of delivery for this season.</p> <p>TH expressed his concern that grass roots don't think Welsh Boxing is all about elite athletes and the Commonwealth Games. Grass roots should come first.</p> <p>KL asked what does the communication strategy look like? PT said that there is one but questions if it is fit for purpose and proposed an expert in social media be sought to advise Welsh Boxing on the message and its delivery. PT said we need someone to look at a communication plan and tell us what we need to do.</p> <p>JD commented that it was very good that the meeting happened and that it is planned to happen again. He said that more information could be provided about grants.</p> <p>PT said that Welsh Boxing need to confirm at the next meeting what has been done to address concerns and give positive feedback on progress.</p> <p>The minutes from 15 June and 4 July were approved.</p>	<p><b>CM to circulate and follow up</b></p> <p><b>Next divisional meeting set for February</b></p>

### 3.0

The report was taken as read by the Board.

JD highlighted the immediate challenge is to fill the role of Director of Regulation. Other board vacancies are less pressing but current members may also be stepping down. CM confirmed that the Director of Regulation recruitment pack was shared with the membership and an individual met the Chair last week. CM gave some background on Mark Williams (MW), an IBA official who officiated at the Commonwealth Games. He has been supported by WABA in his pathway. He knows the rules and regulations as well as a background in safety as an electrical engineer. Mark will bring a lot of boxing knowledge to the role. PT shared his concerns about the lack of a robust regulatory framework. Clubs are licensed to operate but no checking of the level of care and consistency is happening. Information is shared but we are not checking the level of responsibility. PT confirmed he had had a conversation with MW and he understands the Welsh Boxing need and requirement of the role, he has lots of ideas and is very keen to be involved. PT confirmed also that a key element was that MW is very respected in boxing.

TH asked if the position should be an executive function? PT confirmed it was something to consider and asked what was the reserves position and what is the plan for reserves.

CM advised that the plan allowed for three months' salaries to be paid and to cover three months' of event planning. PT told the meeting that it needs to be considered and reserves may need to be reviewed as they may be too high. AT added that the reserves are connected to the strategy of what WABA need and to keep cashflow to facilitate this.

PT asked the board meeting for endorsement to appoint MW as Director of Regulation and this was approved.

KL suggested there should be focus on other activities to secure returns on investment. The focus on strategic areas such as marketing and communications, fund-raising and what we need in terms of skills; what is expected of board members as far as input and time commitment; is the director of regulation more important than a director of marketing or fund-raising?

PT confirmed to consider regulatory as key, but also commercial opportunities are important. HAR added that we need the resource to execute any plans so we need more structure, so it is clear who does what role.

PT continued that the governance team have identified the roles that are essential. It would be wise to have a lawyer and good to have advise on communications and commercial areas. The directors should be strategic and any skills are a bonus. There is also a need to increase staff.

HAR suggested outsourcing, KL agreed that the focus should be on future resource planning and she could be part of that discussion so that activities can be prioritised. PT acknowledged KL's offer of help and suggested that a plan be done of the future, what it should look like. KL said that an ideal scenario should be created and then look at the financial picture to match the priorities with the reserves. CM and his staff will work with KL to review what is needed.

CM reminded the board that the AGM is coming up and there will be expectations to appoint director(s). JD confirmed that members can be co-opted on to the board and don't need to wait for an AGM for this to happen so if this isn't possible next month, directors could be invited afterwards. PT confirmed the appointment of MW will be presented to the next AGM for approval.

**CM will  
contact MW**

## CM and KL

	<p>CM confirmed that he was actively recruiting for the replacement of a legal director. Also, the board leads on Governance and Development will also be put to the AGM for approval, along with the Finance Director role.</p> <p>The board discussed the members of the disciplinary panel and approved that it should remain the same.</p> <p>The board was advised that some names had been mentioned for the nomination of life member, but no evidence has been provided, so this will be pursued and sent via write around, for presentation at the AGM.</p> <p>CM was asked to circulate policies for write around, to use the Word track changes option when sending altered policies, so that board members could see the changes.</p> <p>JD confirmed there are two resolutions to be ratified at the AGM, to reduce the quorum to 10, and to remove the paragraph in the articles that enable any member to come into the office and see accounts.</p> <p>CM confirmed that last Sunday was the closing date for member resolutions and none had been received.</p> <p>The Governance Group will also meet an individual who has shown an expression of interest for the board.</p>	<p><b>AGM Pack</b></p> <p><b>CM</b></p> <p><b>CM to circulate</b></p>
	<p><b>THE PERFORMANCE DIRECTOR MADE A PRESENTATION TO THE BOARD ABOUT THE PERFORMANCE TEAM AND THE COMMONWEALTH GAMES.</b></p> <p>After the presentation there was a short Q&amp;A. KL asked about the lack of bout experience due to Covid. CT confirmed that Wales had one of the longest shutdowns. One of the key strategies is to give boxers more boxing opportunities and the Performance team will be looking at the strategy in the next six weeks.</p> <p>JL confirmed that the CMG boxers had made us feel proud and how nice it is to feel part of the success, even in a small way. JL asked, there were a lot of home nation boxers at the Games, how did Wales compare? CT responded that there were obviously a number of medals to the home nations, England took less, Scotland over performed. CT said the draw and judging had a massive impact on the results. Northern Ireland was strong and the African nations were very good. He confirmed that boxing in the UK is strong and in a good place, although the next Games will be more challenging.</p> <p>JL asked where the next medallists would be found? CT replied that we have talent in the system, and it's how we develop and take them through the learning experience.</p> <p>JD commented that the Performance team is the biggest shop window and there were some great individual performances. It reflects well on the NGB. CT said that it shone a light on where we want to go. He added that he is proud with every boxer, proud of the team and it has taken seven years to get to. We have done exactly what we said we'd do.</p>	
<b>4.0</b>	<p><b>FINANCE REPORT</b></p> <p>The Finance Report had already been shared and accepted as read.</p> <p>AT advised that the biggest challenge is income. He confirmed there is a good audit process in place, and he received decent feedback from the recent review. As the box cup may not happen this year, this affects the forecast. The forecast did include the membership fee increase but, while they are a part of the income, it is not great in the overall figures.</p>	

	<p>AT said the board should be mindful of money when discussing strategy. The membership fees did not give much in the way of income and this may affect the focus of strategy if the cost outweighs benefit. AT confirmed his next step is to review the three-year plan, look at revenue growth and to start to map and plan. He has started a conversation about savings and cash flow.</p> <p>HAR asked about fundraising. As RB and DD were not present, CM confirmed that a package document has been created with a Gold, Silver and Bronze package. CM also advised that a number of potential sponsors had been taken to the Commonwealth Games.</p> <p>TH asked about the financial success from the Commonwealth Games. CM answered that more sponsors are expected to sign up soon, but the team did not have the strategy in place in time for pre-Commonwealth Games, instead the Games itself and the homecoming was used.</p> <p>AT added that sponsorship is more likely to look at local community initiatives and grass roots sports (community social responsibility).</p> <p>PT said that if the boxers are paid they should be involved in sponsorship events. KL agreed that the boxers should give back. CT confirmed that the Welsh programme boxers are available six days per year to support events and fund-raising (but not the GB boxers).</p> <p>PT said we need to plan forward and see what looks good. We need a communication strategy and we can hear about that later on. I do know that companies want something for their money – we have to develop a community programme that they will get glory from being associated with.</p> <p>CT told the meeting that Amy Garrett (AG) had added 27,000 new followers on social media during the Games. AT said that this platform that could be used to generate income.</p> <p>TH asked if someone could be appointed who gets a basic salary but then bonuses based on income generated? PT answered with that's the how, before we get to the who we need to take a view of what we need to do. What's needed is a tactical and strategic plan.</p> <p>AT said that the cash flow was under control. AT advised the board that this figure confirms a three-month reserve. CM confirmed the next instalment from Sport Wales is due soon (October) and the reserves are also based on Sport Wales paying late.</p> <p>The board approved the accounts and confirmed PT can sign these and they can be included in the AGM pack.</p> <p>JL asked if we are following the same investment model. CM confirmed the exchequer should increase, but the decisions are dependent on the school sport survey, the results are due in mid-October.</p>	<p><b>AT</b></p> <p><b>PT</b></p>
<b>5.0</b>	<p><b>RISK REPORT</b></p> <p>The Risk Report had already been shared and accepted as read.</p> <p>CM highlighted the top three risks. The main risk is that if boxing is not part of the Olympics then that would lead to a loss of funding. PT confirmed there had been meetings with GB Boxing and the other home nations to work together to keep boxing in the Olympics. CM confirmed that the IOC have fed in that they have grave concerns over the governance and finances of the IBA. CM advised he was attending an Extraordinary Congress in Armenia to vote to decide if there is going to be a vote for the presidency.</p>	<p><b>CM to report back</b></p>

<b>6.0</b>	<b>SAFEGUARDING &amp; EDI REPORT</b> <p>The Safeguarding and EDI Report had already been shared and accepted as read.</p> <p>The Safeguarding &amp; Equity policy is in the board pack and write around approval will be sought.</p> <p>HAR advised the board that Welsh Boxing are currently at Level 2 for safeguarding and have received the Level 3 criteria. The team are looking at the regional Club Welfare Offer (CWO) role and these individuals will be encouraged to take a lead on safeguarding issues at divisional meetings. The plan is to make the regional CWO integral to the Welsh Boxing and club safeguarding implementation plan.</p> <p>HAR confirmed that we want to ensure equity and Sport Wales are working with consultants on reviewing the standard to reflect this.</p> <p>CM said the Sport80 roll out will help the Welsh Boxing data collection.</p> <p>CM advised that he shared our EDI work with Tanni Grey-Thompson and Brian Davies from Sport Wales. This will now be added to the website and communicated.</p> <p>PT said that there needs to be emphasis on how important it is and why we have developed a pathway.</p> <p>CM confirmed AP is about to deliver training to the initial clubs involved in the launch. AP advised lots of work has been done but more yet to be finished.</p>	<b>CM</b>          <b>CM</b>
<b>7.0</b>	<b>OPERATIONAL REPORT</b> <p>The Operational Report had already been shared and accepted as read.</p> <p>CM confirmed that, as fees have now been agreed, communication will be sent to the clubs and a new Membership Booklet, outlining the benefits of being a member is to be shared.</p>	
<b>8.0</b>	<b>ANY OTHER BUSINESS</b> <p>There was no other business.</p>	
	<b>The next meeting is on Wednesday 30 November, 1.30pm start.</b> <b>The meeting closed at 4pm.</b>	