

Board Meeting: 30 November 2022

Board Members

Paul Thorogood (PT), John Davies (JD), Jared Lougher (JL), Adam Thompson (AT) and Mark Williams (MW).

Invited: Colin Metson (CM), Adam Park (AP), Colin Jones (CJ), Jo Nicholas (JN) from Sport Wales and Rachel Sansom (notetaker).

Apologies: Katie Langan (KL), Helen Arnold-Richardson (HAR), Richard Brice (RB) and David Dulieu (DD).

ITEM	NOTE	
1.0	<p>PT welcomed everyone to the meeting, especially MW to his first board meeting. Apologies had been received from KL, HAR, RB and DD. PT introduced Jo Nicholas (JN) from Sport Wales who was attending the meeting as an observer. PT confirmed that Chris Type has left the business. CM confirmed that the Performance team have been involved in the planning of events until the end of the financial year and Colin Jones (CJ) had been invited to the meeting to provide an overview.</p> <p>PT requested that all Board members confirm no Conflict of Interest and advised that the meeting was quorate to proceed.</p>	
2.0	<p>TO RECEIVE MINUTES AND REPORTS</p> <p>The previous board meeting minutes were accepted. PT asked if any actions needed to be discussed, CM confirmed that these will be covered in the meeting.</p> <p>All sub-committee meeting and working group minutes were accepted.</p>	
	<p>CM updated the meeting on the progress with Sport Wales and the annual submission process. He said work has been ongoing to submit the Partnership Agreement, that the areas of focus include financial capability, governance capability and 'What Matters'. CM invited JN to address the meeting.</p> <p>JN shared how Sport Wales are arriving at their financial decision making and working with partners to build a new investment model. JN confirmed that the data is using the School Sport Survey as well as the performance survey to decide on the allocation of Exchequer and Lottery funding.</p> <p>There followed a discussion around the presentation. PT confirmed we have a plan and that we are covering the three Sport Wales areas of focus: winning medals, grass roots and providing a safe environment and boxing for diverse society (wellbeing). JN confirmed that the focus correlates to the Sport Wales goals.</p> <p>CM informed the Board what the split between Exchequer and Lottery is looking like. JN confirmed that the amount of Lottery funding will decrease slightly, but the Exchequer figure will increase significantly.</p> <p>JN advised there will be final announcements at the next Sport Wales board meeting in February. She added that they cannot control Welsh Government funding and the figures may be affected by this. She confirmed an offer letter would be sent in April. JN also</p>	

	<p>confirmed that the transition to the new amounts would be for the next four years when the next surveys will be completed, and the Commonwealth Games will have happened.</p> <p>PT told the meeting that it up to us, it is clear what Welsh Government and Sport Wales are looking for their money, the direction of travel – performance, grass roots and community. This endorses the boxing strategy going forward.</p> <p>PT thanked JN and introduced CJ to give an update.</p> <p>CJ thanked the Board and provided an update on the performance programme. He told them that the team were quite successful but can do better. He said that we have lost the Performance Director, but now move on and continually improve. He advised that they want international squads to visit the SWNC and it was an awkward time in the cycle as you peak at the Commonwealth Games.</p> <p>CJ said 80% of the boxers on the programme are new and we have a strong quota with GB Boxing. We are looking good. CJ also advised that this is the first time he has had the opportunity to attend the Board Meeting and was very pleased to be involved. CJ agreed that we must cut our cloth but good to know the ball-park figures to plan from.</p> <p>MW asked if the PD is going to be replaced. CM confirmed that the whole structure is now under review but added that the post will not be advertised at the moment. PT commented that he wanted to ensure a more robust structure.</p> <p>CJ thanked the Board and left the meeting.</p>	
3.0	<p>UPDATE ON COMMUNICATIONS STRATEGY</p> <p>As apologies had been received from DD, there was no input from his company, G S Verde who had been asked to develop a strategy and review. PT addressed the meeting and advised that there is an old communication strategy, and this is not fit for purpose as there are so many different channels that could be used. There needs to be focus on how to engage and who is going to do it. The team currently do not have the expertise.</p> <p>JL added that a communication strategy is not enough. The problem goes back to resources; participation in boxing is critical; communications need to be improved.</p> <p>AP said that Katy Evans (KE) has visited clubs, she has listened and is working on her report. The membership of boxing is culturally very complex. AP gave the example of the West Division having a What'sApp group but not allowing AP to join – the communication needs to be two-way.</p> <p>CM confirmed that since the divisional meeting, there was a different response in the team and communication is going out. CM confirmed that the WSA annual programme costs £5,000 for access to a member of staff and we have approached them for a three-month trial to give some capability. CM also confirmed an intern has been helping in the office and has been able to have the time to call clubs and offer support. This was very well received.</p> <p>JL asked if this could be part of the proposed planning day.</p>	
4.0	<p>UPDATE ON COMMUNITY ENGAGEMENT PROGRAMME</p> <p>An update from KE was shared with the Board. Slide attached.</p> <p>CM confirmed that the timescale of the end of the financial year had been adjusted due to a change of circumstances and KE is due to complete the work on the strategy by the end</p>	

	<p>of the year. It will contain how this will be delivered and how she sees the resources required to deliver it.</p> <p>PT said KE has done a tremendous job. We know already that it is an exciting time for boxing and what we can achieve; but it will require resources. AP confirmed KE work has focused on seven key themes and to provide objectives and then measures of impact in these areas. The project is based on strategic vision and project based and then get delivered by, potentially, a community-based person. There will be a three-phase approach as the project develops.</p> <p>PT added that the real strategy will be formed once report from KE is ready to share. AP confirmed that a lot of work has been done since the last time KE updated the Board. PT thanked AP and said once the core strategy is agreed then we can get excited about it and thinks boxing is ahead of other NGBs.</p> <p>PT thanked JN for attending and she left the meeting.</p> <p>AP said it will be hard to actually find a suitable candidate, it will require a sports development background, potentially needs to lead a team to deliver this.</p>	
5.0	<p>UPDATE ON THE RESOURCE PLANNING WORK</p> <p>PT said the next stage is resources. KL is planning a workshop in January to crystalise the position – what is WABA and who do we serve? We need to understand what WABA should be doing and serving and create a structure on how we deliver that, then think about the who and recruit – even the Board.</p> <p>CM said we will be working through the workshop to review activities and goals within the vision; look at priorities. CM shared slides (attached) to ask if the activities are accurate. PT told the meeting that, for me, is a) we need to understand WABA priorities – including clubs, to what we should or shouldn't be doing and, b), the best structure including board roles and responsibilities. PT said we need a wide understanding of what the board is for so CM can be clear and knows if he can outsource skills and clear on how things are being done. PT commented that the team are doing great work and getting criticised.</p> <p>PT added that this is what we are aspiring to and there are other areas that the team are responsible for such as regulation, etc but fundamentally, what does WABA do and is expected to do? CM gave an example of 16 areas of focus, one of which is performance – there were five of our staff members in performance; three to cover the other 15.</p> <p>CM told the meeting that KL had suggested 6 January. PT proposed that 6 January be progressed for the proposed workshop. He asked CM to set up and give ideas to KL before the workshop.</p> <p>PT added that what we want in January is a understanding of what WABA is there for, suggestions for the future agreed, a structure for the executive on how to deliver the vision.</p>	CM
6.0	<p>GOVERNANCE REPORT</p> <p>The Governance Report had already been shared and accepted as read.</p> <p>JD asked the meeting how to make the AGM more appealing. Although only a quora of 10 clubs is required in future, all clubs are encouraged to vote and be involved. One option in future is to align an AGM with another event, involve a guest speaker or include an awards ceremony. PT added it is an opportunity to air views. He added that this also needs to be part of the communication strategy. JD advised that the AGM, in the past has always been</p>	

	<p>in October, although the AGM could be held at an awards ceremony in June. He also mentioned that using a celebrity speaker or presenter, such as Huw Edwards – a huge boxing fan – may attract attendance.</p> <p>JD wanted it on record that there needs to be a review of the AGM, suggested starting the conversation with the membership and get their ideas – perhaps add to the agenda for the next divisional meeting.</p> <p>PT said that, in future, we must be aiming to change the culture and demographic of the membership and need to persuade the members that they should be proud to be a WABA member. JL advised that this achieved in the Caerphilly awards ceremony, presented by Jason Mohammed as this was a communication success.</p> <p>MW told the meeting that he has just completed a review of the domestic rules and where we are. He added that the challenge is communicating the rules and the importance of understanding the rules. There have been problems in clubs and at shows because of a lack of understanding. MW said he wants to look at education and possible courses to minimise risk and to review how understanding of the rules is policed. The supervisors know the rules but are challenged but those that don't. PT said that this is why it is so important to have a regulation post on the board. We have to discharge that responsibility and cascade that the knowledge starts with the supervisors but they need to be delegated with policing the understanding. MW said he is getting to the point where the supervisors need to be trained every year. MW advised that there is nothing for coaches to impress the knowledge and understand the rules. This is something that he is keen to implement.</p> <p>JL left the meeting. It is still quorate.</p> <p>CM raised the expression of interest from an individual to join the board and a discussion followed. JD added that the January review would suggest the approach be placed on hold until the future strategy is decided. CM confirmed the Governance group would place the application on hold.</p> <p>JD advised there are three vacancies on the Board but one of these is legal. PT confirmed that this may need to be reviewed.</p> <p>CM asked for a decision on a date in February for the next division meeting.</p> <p>CM confirmed policies had been shared and would be agreed by write around. He added that the R&J commission was led by John Waith as an interim.</p>	<p>Set date for Division Meeting</p>
7.0	<p>FINANCE REPORT</p> <p>The Finance Report had already been shared and accepted as read.</p> <p>AT said that now the funding had been proposed, this will help secure a three-year plan. He added that the Board should be confident about the financial practices. He had received decent feedback following the audit and the Sport Wales meeting last week showed attention to strategy. The message should give confidence that the back office is in good shape; this has been told to AT by external agencies.</p> <p>CM said that there has been a review of the money that has been spent and the budget is on track. There may be a small deficit. The controls that are in place are good.</p>	
8.0	<p>RISK REPORT</p> <p>The Risk Report had already been shared and accepted as read.</p>	

9.0	SAFEGUARDING & EDI REPORT The Safeguarding and EDI Report had already been shared and accepted as read.	
10.0	OPERATIONAL REPORT The Operational Report had already been shared and accepted as read. CM asked the Board to consider dates for the meetings next year and was tasked with sending out possible dates for late February, early June, late September and early December and the directors would confirm or advise of any conflicts.	
11.0	ANY OTHER BUSINESS As requested, Mr McAndrew's recent communication was shared with the Board. It was confirmed that there is no requirement to engage, but courtesy should be shown to him, especially fresh queries rather than returning to resolved issues.	
	The next meeting will be confirmed for February with 1.30pm start. The meeting closed at 4.20pm.	