ENGLAND BOXING LIMITED 28th AGM
Date & Time: Monday 29th September 2025, 18:00
Venue: Virtual (Teams)

Chairman:

Richard Brooke

CEO: Jerome Pels

In Attendance

- Alexandra Vass (England Boxing CSO)
- Alicia Winbolt (England Boxing CSO)
- Ann Setch (Home Counties Registrar)
- Anna Cain (EB Board Member – Workforce)
- Anthony Sheppard (EB Head of Compliance)
- Denise Coe (Appointment Secretary – Home Counties & TRO Committee Member)
- Doniert Macfarlane (Medical Lead)
- Eric Lee (Chief Financial Officer)
- Ermal Dida (Bedford ABC)
- Hayley Gallagher (Eastern Counties Registrar)
- Jessica Birtles (England Boxing Membership Services Officer)
- Jacqueline Radford (East Midlands Registrar)
- Janet Vitti (Bad Boyz Boxing Club)
- Louise Vidor (Moves Different – Youth Endowment Project Manager)
- Nataliia Moroz (Finchley and District)
- Nathan Pearce (EB Director)
- Paul Asare-Archer (England Boxing Board Member)
- Ritchie Fox (Ashfield Spartans Boxing Academy)
- Richard Powers (Club and Community Manager – South)
- Sam Foster (England Boxing Board Member – Membership)
- Sue Cameron (Western Counties Registrar)
- Tracy Cawthorn (Competitions Secretary – Yorkshire)

Apologies: None

As the AGM was not quorate at the start time of 18:00.

Preliminary Business

The AGM was not quorate at the scheduled start time of 18:00. While awaiting the required one-hour period before the formal AGM could commence, EB staff gave the following presentations to update members on recent developments:

- The England Boxing Articles of Change – CEO Jerome Pels
- Moves Different Youth Endowment Fund – Louise Vidor https://www.englandboxing.org/moves/
- Questions submitted by the membership (see below)

Questions Submitted in Advance – Ashfield Spartans Boxing Academy (East Midlands)

1. Handling of Complaints and Disciplinary Processes. Reply CEO: overview and examples of improvements made since the last AGM.
2. Victimisation for Holding the NGB to Account. Reply CEO: No comment on individual cases at the AGM.
3. Affiliation with International Governing Bodies (IBA and World Boxing). Reply CEO: In July 2025 England Boxing decided to withdraw it's membership from IBA and we are now only affiliated with World Boxing.
4. The England Boxing Database, the Locker, and the upcoming matchmaking database. Reply CEO: This is work in progress. However, the locker is currently collecting data to enable this functionality in the future. We are also co-ordinating with the other home nations to introduce this GB wide and potentially with Ireland.
5. England Boxing Employment and Recruitment Practices – Reply CEO Jerome Pels: resolved.
6. Handling of Regional Association Discipline – Not appropriate for discussion at the AGM. The Board has reviewed progress in the East Midlands region and is considering how England Boxing can support further improvement.
7. Progress on regulating White Collar and Unlicensed Boxing – The Department for Culture, Media and Sport is still investigating; the matter remains on hold pending cross-sport stakeholder consultation. Chairman Richard Brooke continues to press for progress with the Government.
8. Gym Inspections and Compliance with Health and Safety Standards – CSOs continue to carry out inspections; Richard Powers noted a possible move to a three-year inspection cycle rather than annual inspections

Questions Submitted in Advance – Bedford Amateur Boxing Club

Q: The current coaching course structure (four days across two weekends) is too long for many attendees.
Proposal: Reduce the course to two consecutive days to improve accessibility and attendance, particularly for former boxers. Candidates who do not pass within two days would complete a 12-month CPD period before retesting.

Home Counties Registrar Ann Setch asked whether First Aid training could be incorporated into the coaching course. Workforce Board Member Anna Cain confirmed that medical training is sourced externally and has its own accreditation criteria, but agreed to review the suggestion. Membership Board Member Sam Foster supported the proposal, noting the additional networking value of the current four-day format.

The meeting was called to order after the allotted one-hour waiting period.

The meeting was called to order after the allotted waiting time of 1 hour.

In accordance with Article 44 England Boxing Constitution:
'If within half an hour from the time appointed for the holding of a General Meeting a quorum is not present, the meeting, if convened on the requisition of Members, shall be dissolved. In any other case, the meeting shall stand adjourned to a start time of one hour later than the original time, at the same place (or at such other place as the Board may determine), and if at such adjourned meeting a quorum is not present, the representatives of the Club Members present shall constitute a quorum and shall be entitled to hold the meeting and vote on the business to be conducted thereat.'

Time AGM started at 19:00

Item 1	**Minutes** Attendees were provided with the minutes of the previous AGM held on 25th September 2024 via Zoom. The Chairman invited approval; all in attendance approved the minutes as a true and accurate record. There were no matters arising.
Item 2	**Chairman's Report** ● Record numbers of registered boxers and affiliated clubs, strong competition results, and continued progress on safeguarding, diversity and inclusiveness. ● Thanks to clubs, volunteers, regions, coaches, officials, doctors and England Boxing staff for their contribution over the year. ● An international update: following boxing's removal from the Olympic Games, England Boxing became a founder member of World Boxing and has since formally ceased its IBA membership. World Boxing now has some 125 member countries and hosted its first World Championships, in Liverpool. ● Each Board member also chairs a committee, covering legal and compliance, finance and audit, safeguarding, clubs and membership, communications, and medical matters; the Chairman thanked the Board for their voluntary service.
Item 3	**CEO Report** CEO Jerome Pels noted that the annual report, including full detail on the year's activity, had been circulated and was also available on the

	England Boxing website alongside previous annual reports and AGM minutes. Key points highlighted: • The number of registered boxers and affiliated clubs is at an all-time high, in contrast to declining membership reported by many other national governing bodies. • Entries to England Boxing's championships continue to grow, with events now running close to full capacity. • Progress continues on the target for an England Boxing representative to visit every club in the country, supported by Sport England, to strengthen relationships with clubs and provide early support.
Item 4	**Accounts** Chief Financial Officer Eric Lee presented the financial report by slideshow, covering: ● Income and expenditure trends: steady growth until the pandemic, recovery from the year ending March 2022, and further increases in Sport England funding, membership, and coaching course participation through to March 2023, holding broadly consistent thereafter. ● Departmental expenditure: increased investment in the England Performance programme and Workforce (driven by higher course numbers and participants); other departments broadly stable aside from inflation; competition costs reduced through longer-term supplier agreements, alongside improved competition quality including the streaming platform. ● Allocation of membership and coaching income: 57% towards competitions, coaching courses and the Performance Programme; the remainder covering staffing, office costs, volunteer honoraria, and the Locker system licence fee. ● Net position: England Boxing has operated at a deficit in recent years in order to maintain and improve services, with all departments, subcommittees and the Board working to increase income and identify savings. ● Current year update: new partnership with Parkinson's UK to develop a specialist coaching course; continued work on Youth Endowment Fund projects; cost efficiencies achieved through redistributing workloads rather than additional recruitment, and more cost-effective supplier sourcing. As a result, the organisation is now forecasting a year-end surplus of £38,000, against an original budgeted deficit of £65,000, which will begin to replenish reserves drawn down in recent years. All present were asked to adopt the 2024/2025 accounts, and all in attendance approved. The Chairman noted that the recent deficits reflected rising membership and workload without a corresponding increase in Sport England funding and thanked the Audit Committee and management team for the work done to address this.

Itrem 5	CEO presented a special resolution to amend the Articles of Association, circulated in advance, comprising three changes: ● Replacing references to the IBA with World Boxing (“WB”) throughout the Articles, following the Board's decision in July 2025 to cease IBA membership and remain solely affiliated with World Boxing; consequential updates to related definitions (e.g. anti-doping code, bylaws, code of ethics, disciplinary code, procedural and technical/competition rules) and removal of references to discontinued IBA competitions; and an updated definition of “boxing” aligned with World Boxing's Statutes (Olympic-style, adaptive and e-sport boxing). ● Updating gendered language throughout the Articles to gender-neutral terms (e.g. “Chairman” to “Chair”). ● Amending Article 56 so that where a director who has served the maximum permitted term is appointed Non-Executive Chair, the term-limit period restarts from the date of that appointment. The Chairman proposed the resolution; no votes against were raised, and the resolution was passed.
Item 5	**Questions / AOB** Questions received prior to the meeting were noted and answered before the formal AGM began (see above). ● Janet Vitti (Bad Boyz Boxing Club) raised the First Aid query further, noting that funding via the Ed Bilby Boxing Cup could support first aid training for new coaches; England Boxing agreed to look into this. ● Nataliia Moroz (Finchley and District) queried discrepancies between World Boxing and England Boxing rules; EB Director Nathan Pearce confirmed no changes are planned before 2026. ● Hayley Gallagher raised a query regarding White Collar boxing and previous combat experience; Nathan Pearce responded that the proposal may go beyond what is intended, as the aim is to encourage participation in boxing rather than create barriers to entry. ● Jessica Birtles (Membership Services) confirmed that doctors can now record previous combat experience as part of the medical approval process, and that a medical cannot be approved until this information is provided. There being no further business, the meeting was then closed by the Chairman at 19:20