



ENGLAND BOXING LIMITED BOARD MEETING
DATE: Friday 18th March 2016
Wembley Stadium, London
Time: 10:00am

Item 1	<p>Present Attendees:- C Hobbs (Chairman) CH, H. Herbert (HH), D Chapple (DC), G Brugnoli (GB), D Newth (DN), G Brugnoli (GB), M. Loosemore (ML), A Patel (AP), P Beard (PB), T Okkuniwa (TO) P Porter – Interim CEO L Mayo - Secretariat</p> <p>Invitees M Williams (MW), N Griffin (NG), B Hinkley (BH), D Thorley (DT), R Gibson (RG), F McKelvie (FM) (teleconference)</p> <p>Apologies - P Bickerton (Sport England)</p>	I = Info D= Decision A= Action
Item 2	<p>Declaration of Interests CH – BABA, GB- BABA, ML – GB, AIBA, EUBC, DN – EUBC</p> <p>ML was asked about his connection with MMA</p> <p>ML advised his only link with MMA was as a doctor linked to anti-doping</p>	I
Item 3	<p>Minutes of last meeting, action points and matters arising Minutes from Jan 2016 considered and approved.</p> <p>Matters Arising & Action Points from last meeting - All completed with the following identified as ongoing and to be carried forward</p> <ul style="list-style-type: none"> • CH – Asked for action points when by column to show an date rather than asap or end of Feb • CH – Boxing Director recruitment continues, first set of interviews set for Monday 4th April 2016. Final interviews to be arranged after these. • INED recruitment action point from January 2016 rolls over to April 2016 as still awaiting appointment date DB/CH/FM • Risk Register – needs to be brought up at every meeting and amend/add items accordingly PP/DB • Coaching SC action point from January 2016 rolls over to April as awaiting information from Martin Utley MU/DB • CSRT action point continues as DB needs to clarify items on declaration 	A A A A A

<p>Item 4</p>	<p>Chairman's Update CH asked for a moment's silence in respect for Boxing Scotland CEO Richard Thomas The silence was honoured by all.</p> <p>CH introduced and welcomed Tove Okkuniwa new INED in attendance who was recruited and approved by the Board during November and December. Round the table introductions were completed.</p> <p>Paul Bickerton from Sport England was due to arrive after lunch to discuss the new SE strategy, however he sent his apologies PP/CH to review the strategy which has been provided</p> <p>CH outlined movements around the Board and the resignation of MB. CH wished MB the best for the future. CH to address the recruitment on a replacement INED</p> <p>CEO recruitment is currently behind by one month. CH to speak to Sport England and advertise accordingly</p> <p>AIBA Commission - CH and the Board thanked all the team at the EB Sheffield base for the success of the AIBA Commission</p> <p>AIBA proposals - A discussion was held around AIBA proposal regarding the possible integration of Professional Boxers in to the Olympics. The following points were raised: GB – Summarised the planned change HH – Felt that any change would also impact coaches, officials and judges who are currently involved in professional boxing also DN – The Olympics currently have other high profile athletes and AIBA may need to follow suit CH – When announcement comes out from AIBA EB need to deal with through the right communication channels</p> <p>A further discussion would be held later in the Board meeting when NG, BH and MW arrived</p> <p>Commercial - A discussion was held regarding the Commercial report. CH needs to confirm with the Commercial Manager regarding timings on various areas.</p> <p>AP expressed that he is confident with the progress that the Commercial Manager is making, however would like a timeline of expected income to enable to manage expectations</p> <p>Elite Finals – Key aspects to consider for the elite finals for 2016 are:</p> <ul style="list-style-type: none"> • Commercial • AGM – not to take place at the Elites • Workshops – Medical, Coaching and Safeguarding <p>PP – Requested that the venue be discussed for the Elites 2017 DN – Would like to arrange a steering committee to arrange the 2017 Elites Agreed</p> <p>DN – to start planning for 2017 to shortlist venues</p> <p>CH – Opened the forum for any questions</p> <p>TO – Is keen to put together a communications plan and is happy to receive any feedback and thoughts on communications</p>	<p>A</p> <p>A</p> <p>A</p> <p>A</p> <p>A</p>
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	<p>A discussion was held around the role of President. CH to look at the current articles regarding the role of president</p> <p>PB – Would like to liaise with the Commercial Manager regarding commercial opportunities and events</p>	
<p>Item 5</p>	<p>CEO Report</p> <p>CH would like the CEO report to follow on from the Chairman’s report in future Board meetings on the agenda. LM to action</p> <p>AIBA Olympic qualifier – ML outlined the past and current relationship with AIBA to underline what a great achievement it was to be offered to tender for an Olympic qualifier.</p> <p>A discussion was held around the qualifier and the following points were raised:</p> <ul style="list-style-type: none"> • Timescale was tight however EB and GB are keen to take on the event • The format would be over 9 days to qualify for the remaining 26 Olympic places • Should the event take place then Mark Mateer was suggested as the event director, MLS as the events team with support from EB and GB staff • EIS and Ponds Forge had been proposed as potential venues for the event • Discussion are taking place with UK Sport and AIBA to progress the event • Financial implications • Commercial opportunities <p>PP outlined that the decision should be made by 24th March 2016. Once decision has been made then all outstanding questions would be answered.</p> <p>PP to forward all outstanding question to CH/TO/PB/AP and any relevant documents to be forwarded to the Board</p> <p>APPG launch – Date set for Monday 18th April from 6.30pm – This has now deferred to after the Olympics due to time constraints</p> <p>CH – asked that all the Board should put in their diaries and attend the event</p> <p>LM to send request to Board for invitee list and the details of the event as available</p> <p>Level 1 Coaching – PP asked DN to outline the current position on this. Which DN then did.</p> <p>DN outlined that the timeline was for the initial testing to be done on CRM from 1st April if available with the live booking system to be available from the 1st June 2016</p> <p>DN will arrange for a communication to go from EB regarding the structure and booking process</p> <p>Level 2 must be implemented by 1st June 2017.</p> <p>DN suggested that Nick Griffin as the only person who can deliver Level 3 and 4 courses, should be invited as a member on the Coaching Subcommittee. NG should also look to train others to deliver these courses once the format had been finalised.</p> <p>Board approved</p> <p>Formal notification from England Boxing to be sent to Nick Griffin to invite as a member on the Coaching Subcommittee</p>	<p>A</p> <p>A</p> <p>A</p> <p>A</p>

<p>Item 6</p>	<p>Finance update</p> <p>AP chaired the first Audit Subcommittee teleconference on Friday 11th March. The following observations were made:</p> <ul style="list-style-type: none"> • The current financial management system needs to be reviewed • There appears to be no plan how to use any commercial funds • Commercial funds will be useful however these funds will be utilised only when banked <p>AP proposed that with the 16/17 budget due for approval he would like to restructure the current format of how the budget is presented. The amended format to be presented to the Board at the next meeting.</p> <p>All approved</p> <p>DN asked if Board members could manage own specific budgets</p> <p>CH advised that based on AP proposals, permissions will be reviewed.</p> <p>Spending approvals – AP advised that any overspends need to be approved by the relevant Audit SC members before money is spent. AP would approve any overspend of over 5k and GB/DC 2K</p> <p>Staff pensions – GB to arrange for a presentation to be given to PP at Sheffield from a pension contact of his.</p> <p>PP advised that England Talent currently have pension plans in place. It was suggested that PP contact the providers to discuss what they could offer.</p> <p>Charitable status – A discussion was held regarding England Boxing moving towards charitable status and whether it was an option and if it made sense.</p> <p>CH to learn more about and talk to other sports who have charitable status.</p> <p>AP that DB is also currently exploring this option</p> <p>Reserve review – AP is to discuss with the auditors and report back findings.</p> <p>Commercial income - AP would like a proactive plan of how commercial income will be utilised</p> <p>CH advised that certain commitments had already been made for some of the commercial income which he would outline to AP.</p> <p>GB asked for the credit card holders to be reviewed. It was suggested that both DN as Championship Coordinator and PP as Interim CEO should both have credit cards.</p> <p>AP agreed that this could be arranged, subject to limits.</p> <p>The Chair opened to the Board</p> <p>All approved</p> <p>DN asked for a review of the Championship model and targets</p> <p>AP will review and this will be presented when new format of budget is presented</p>	<p>A</p> <p>A</p>
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<p>Item 7</p>	<p>AIBA proposal to integrate Professionals in to the Olympics debate</p> <p>CH welcomed NG, BH and MW to the meeting to discuss the proposal</p> <p>PP, GB and MW would present information supporting the decision NG and BH would present information against the decision</p> <p>The information against the decision was presented by NG and BH. The following points were raised:</p> <ul style="list-style-type: none"> • 30 – 40 clubs had expressed that they were against the proposal to integrate professional in to the Olympics • Professional and Amateur boxing in their opinion were two separate sports • The weight categories would be an issue • Risk to boxers being outclassed • Young boxers goals/opportunities of reaching the Olympics will be lower • Amateur Boxers will turn to professional boxing sooner or move to unlicensed boxing to make money • There is no benefit to EB, this will benefit the Olympics bringing in high profile professional athletes <p>BH raised a question regarding the qualification process.</p> <p>CH advised that after the AIBA extraordinary congress on 1st June the majority of questions will be answered.</p> <p>The information for the decision was presented by GB, PP and MW. The following points were raised:</p> <ul style="list-style-type: none"> • Weaker boxers already box against stronger boxers now (gave specific examples) • EB should embrace the change as other countries will • It is Olympic class boxers who will potentially be competing against any professionals, not club level boxers • Any professional boxer who aims to qualify would box under AIBA rules and not professional rules • Potentially will bring more boxers in to clubs as the high profile athletes at the Olympics will make it more appealing • There could be a potential review of the Professional rule which is in place - 2.2.2.1. Participation in Professional Boxing or Individual Physical Contact Sport • There is no medical danger linked to the decision (ML) <p>It was agreed that whatever the announcement is from AIBA then EB have to announce to the members correctly and explain fully</p>	
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<p>Item 8</p>	<p>Talent & Performance</p> <p>England Pathway DT and RG made a presentation to the Board (copy handed out and added to back papers) throughout which the following points/issues were highlighted;-</p> <ul style="list-style-type: none"> • Contractual outcomes update • Leadership update • Competition update • Projections • Additional funding • Competition budget • Pathway update • System update • Transition to EB • Budget <p>Directors discussed the following;-</p> <ul style="list-style-type: none"> • A formal agreement for taking back ET would like to see this along with a financial statement • Moving back to EB will be a positive move • The EB brand is important and all team should be kitted out in EB items – PP/DT to discuss • Discussed the potential of arranging recompense from boxers who fail to contribute to the target, this should be within reason and be approved by the Board • Discuss with Commercial Manager if he can support ET on events and raising further funds • Audit Subcommittee should decide if DT should have financial sign off for decisions which need to be made quickly • It was agreed that the ET presentations should be circulated to the Board prior to the meeting 	
<p>Item 9</p>	<p>CRM update</p> <p>FM dialled in to the meeting to give a CRM update</p> <p>FM outlined the following:</p> <ul style="list-style-type: none"> • CRM is on track for launch at the beginning of May • The outstanding invoice should not be paid until the final module is complete • The handover of the project will be given to AP by 24th March • Testing is being continued by LM and DB • The next teleconference is on 21st March where an update of the progress will be given <p>ML asked FM if 4 Global had a specific medical certificate which is required for the use of medical data.</p> <p>FM advised she would check with 4 Global and report back.</p> <p>ML stressed he had concerns that the Medical module would not be complete in time for testing for the Elite finals in April. It was stated that the My Next Match who had original tendered had a working medical records system. ML would like to see what 4 Global have put together</p> <p>FM asked the Board if they wanted to look at My Next Match as a medical option</p> <p>CH advised that the Board had already declined My Next Match</p>	

	<p><u>Commercial</u> Not present to report</p> <p>An overview was given from report supplied</p> <p><u>HR, Legal and Compliance Subcommittee</u> Not present to report</p> <p>An overview was given from report supplied</p> <p>A communication has gone from EB to regions regarding sessions introducing the new disciplinary procedure courses available on 13th and 20th April.</p>	
Item 11	<p>Other Business</p> <p>DN advised that the Elite championship finals need to be promoted as much as possible, this includes ticket sales and also the table availability on the 1st May for the final.</p> <p>DN recommended that Mick Gannon should present details regarding the Boxing Leaders course at the May Board meeting</p> <p>All approved</p> <p>CH and the Board congratulated DN on the EB belts which were available to look at throughout the Board meeting</p> <p>EB badges for coaches, officials and boxers approved. LM to arrange ordering and sales</p> <p>CH would like Doodle planner to schedule dates for future Board meetings. LM to liaise with CH and arrange</p> <p>Important dates need to be communicated to the Board on a regular basis.</p> <p>No other business</p>	<p>A</p> <p>A</p> <p>A</p>

Action Points from Meeting 18.03.16

Item	Details of Actions to be taken	Who by?	When by?
3	Action points to show date rather than asap or month	LM	18 th March 2016
3	INED recruitment <ul style="list-style-type: none"> Company Secretary (FM) & Chair to provide approval documentation and appointment date to DB for formal records and enable registration on Companies House 	DB CH/FM	31 st March 2016
3	Risk Register <ul style="list-style-type: none"> Needs to be brought up at every meeting and amend/add items accordingly 	PP/DB	ongoing
3	Coaching SC <ul style="list-style-type: none"> Provide First Aid Supplier details to DB Insurance Cover for Educators – check with Insurers on requirements to include in police 	MU/DB	22 nd April 2016
3	CSRT – Write to CSRT re new member to nominated following exit of LL from Board.	DB	30 th April 2016
4	Sport England Strategy <ul style="list-style-type: none"> Review of the strategy which has been provided 	PP/CH	30 th April 2016
4	INED recruitment <ul style="list-style-type: none"> Arrange recruitment of one INED to replace MB 	CH	31 st May 2016
4	CEO recruitment <ul style="list-style-type: none"> Liaise with SE on recruitment Advertise on specified areas 	CH	20 th April 2016
4	Commercial <ul style="list-style-type: none"> Confirm timings with Commercial Manager regarding income timescale 	CH/CM	30 th April 2016
5	CEO report to be follow Chairman's update at future Board meetings	LM	18 th March 2016
5	AIBA Olympic qualifier <ul style="list-style-type: none"> Forward all outstanding questions regarding qualifying event to CH/TO/PB/AP Forward any relevant information to Board regarding qualifying event 	PP	5 th April 2016
5	APPG event <ul style="list-style-type: none"> Request to Board for suggested invitees Send Board members details event as available 	LM	5 th April 2016
5	Coaching <ul style="list-style-type: none"> Communication to go from EB regarding the structure and booking process of Level 1 coaching courses 	DN/LM	30 th April 2016
5	Coaching Subcommittee <ul style="list-style-type: none"> Nick Griffin to formally be invited on to the Coaching Subcommittee 	LM/DB	15 th April 2016
8	CRM <ul style="list-style-type: none"> ML and DN to be involved in working parties 4 Global to supply an updated timescale for the modules and launch of CRM 	LM	8 th April 2016
9	Technical and Rules <ul style="list-style-type: none"> A discussion and investigation in to the price of kit for officials 	PP/GB	30 th April 2016
10	EB Badges <ul style="list-style-type: none"> Order badges and arrange sale launch 	LM/HM	15 th April 2016
10	Board meeting dates <ul style="list-style-type: none"> Liaise with the Chair for May dates Send out Doodle request to collate availability of Board members 	LM/CH	5 th April 2016