

**Minutes of the Board Meeting held on  
Saturday 8<sup>th</sup> May 2021 by video conference.**



Present.

Clive de Silva (CDS), Ken Buchan (KB), Martin Hughes (MH),  
Cary Bush (CB), Colin Roper (CR), Toni Gates (TG), Ray Keemer-Richards (RKR),  
Barry Wingman (BW), Ajay Keemer-Richards (AKR), Alan Roden (AR), Christine Spray (CS).

**1. Apologies for Absence.**

Martin Hughes (ref late joining meeting).

**2. PE Future Strategy (Survey Proposals). Presentation by Paul Reeves (PR)**

Having been introduced by CDS, Paul commenced his comprehensive presentation and business proposals which would form our future restructuring strategy, designed to reach the whole spectrum of participation within our sport, by first highlighting an example of a formula that encompasses four separate areas, known as 'Rooms' that tend to exist within an organisation as a business or that of a sports orientation.

These were highlighted as,

Confusion/Chaos – Renewal / Revitalisation- Contentment/Complacency -Denial/ Denigration.

PR explaining how these various beliefs manifest themselves, whilst allowing rotation to take place to achieve a better overall operational function.

Following on, PR submitted his own appraisal of the elements contained within our own 2020 national survey and subsequent results.

Whilst it achieved certain elements of information, it was lacking in its approach and content resulting in not really achieving the true objectives of understanding what our members are really thinking, though it was typical of the surveys that are produced in this a way.

From this stand- point PR continued, using the aid of a power point of graphs and illustration, a positive way forward combining the use of his knowledge and experience, together with the current formulation of a PE Task force. This could involve having regional /club survey 'Champions' who would undertake face to face interviews allowing for free expression of members views.

Some of the main elements of the power point presentation were as following.

The formal 'Objectives' within a more constructed survey.

The survey 'Methodology' to be implemented.

The creation of a PE Strategy (Task force) Team.

Critical path in analysis of data for later development.

Key communication and engagement.

On- Line access. Use of UTL data base at regional and club levels.

Demographics. 7- Point scale.

In conclusion, the data gathered would then be analysed by Paul and Alex Reeve to produce a full

report and recommendations.

There followed a brief discussion on the cost and fee's involved and questions asked by Board members.

**KB** enquired upon on the costs involved with purchase of the Snap software.

These are currently @ £835 and expected cost @ £85.00 per hour with a possible 5 hour's requirement.

The full cost would become more clearer following the ongoing meetings that are due to be held shortly between Paul Reeve and Cary Bush.

**TG** asked how long before the new survey could become implemented and for how long would the survey be open.

**PR.** This could be issued in approximately 4 weeks and left open for a similar period.

**CB.** Cary pointed out that the overall cost to our organisation could approach 30 % (3 to 4 k) of the total as it is with the intention of making an application to the Sport England to request funding for such a working project.

**BW.** Enquired if the proposal had to be agreed. **CDS.** The PE Board would have a vote on this proposal prior to its acceptance.

**CS.** Asked if the Strategy task force personal would include other female members.

**TG** recommended that Becky Edwins.

**AR** suggested another member within the Kent region and perhaps an approach to the President of the Chiltern region.

**CB** would make contact follow these recommendations.

[A full copy of the Paul Reeve presentation is available via the Zoom meeting recording.](#)

### **3. Minutes of the previous Board Meeting held on the 20<sup>th</sup> of March 2021.**

These were approved by all as a true record of the meeting.

### **4. Matters arising.**

**CDS** further requested responses on the outstanding actions as having only received those from CR and AKR to date.

### **5. Financial update.**

Cary Bush (**CB**) presented the PE current financial statements, illustrating the agreed budgets descriptions including the 2020 carry over and the 3+9 financial forecast for 2021.

The renewal membership for 2021 is estimated @ 1800. Currently 1539 members and 47 juniors had renewed, with 118 clubs and just 2 leagues have re-registered. The current membership renewals represent some 33 % percent less when in comparison with the total for 2020.

The financial statement budget forecast of income from the various PE segments, indicated a total net revenue of 69K, though this will be off set against current and future major expenditures, such as the proposed 2021 Inter -regional finals held at Melton Mowbray and International tournaments.

Whilst the former is subject to approval, the estimated budgeted financial outlay given by the events group, indicate that this would exceed 18k and as such, if based upon a high attendance and participation of all regions with each team being charged @ £40 per team, it would still result in a

short fall of some 12+k which would need funding.

A comparison was shown on the varying higher fee costs and the different impacts it would have on the final short fall figure.

Following the main presentation and report on the national financial position, discussion by members of the board comments and queries were raised.

**BW** and **KR** spoke of the probable increase in membership renewal (circa 300+) from the Kent region would likely be expected once a ruling on that the Inter Regional Finals at MM had been decided upon plus leagues commenced.

**AR** indicated that the European applications had been issued which is likely to stimulate additional renewals.

**CDS** advised that a very high amount of the timber used for the terrains at Hayling Island had been found which, minus the cost of transportation, assist in reducing the financial outlay estimated for the IR at Melton Mowbray.

**MH** raised his concern relating to the current level of required Covid tests and possible quarantine on return from going to Amber listed countries together with the NPP recommendation that our participation at the 2021 International Tournaments is decided upon 3 months in advance.

Whilst it was hoped that the situation will change, with the current and possible future ongoing restrictions still applying, it is unlikely that these events would take place and thus we would not be in a position, to sanction such team participations. Therefore, if the agreed finances for international participation were not incurred in 2021, perhaps a percentage could be called upon to off- set the estimated inter-regional short fall outlay.

**TG**. Whilst agreeing with the concern surrounding the requirement of strict testing and implication felt it was wrong to be making judgements and board decisions before the appropriate Confederation (CEP) had made their own decision, due in mid- July, as to whether the European tournaments will go ahead, together with any reduction to the any UK and European conditions.

**CR**. Concurred with the former and latter views, however though the possibilities may not currently be in the positive, we should allow ourselves the flexibility of reviewing the NPP recommendation in our deliberation if, the circumstances become more favourable in participation.

**MH**. Emphasised that his view was also based upon commercial considerations and that the PE board had stressed it was its objective of achieving financial 'Break even' particular following the difficulties of 2020.

As the discussion had started to involve the update topic of the proposed Inter- Regional Championship, it was decided that this was brought forward on the agenda.

## **8. Inter-regional 2021 Update.**

Details on the current financial estimations/ budget were shown via spreadsheet illustration providing an indication to the currently known, overall costs involved in holding the event at Melton Mowbray and the anticipated generated income from participating regional teams. As already indicated, this would reveal an estimated 12 K short fall to the budget forecast.

**CDS**. Commented upon the requirement of making a formal decision on approval and the risk

factors that are likely to be involved.

There followed various enquiries and robust discussions as to the financial input that would be required by the participating regional teams.

**TG.** Raised the issue of availability and the current cost increases with accommodation in Melton Mowbray, which is of concern when compared with initial estimated cost given by the events group at the early stages of proposal and effect on participation.

**BW.** Indicated that whilst they may less low- cost accommodation available within and close to Melton Mowbray, by venturing further afield, it was still possible to achieve such suitable accommodation. Additionally, the events group had in the most, received positive reactions for regional presidents.

**AR.** Commented that it was important the regional presidents, highlighted the accommodation requirement to their regional members and that they themselves should make their own arrangements to secure accommodation.

**CS.** Commented that as this Inter- Regional event, was being viewed as different and worthy due to the difficulties of 2020, that active members would grasp at the opportunity of playing again at a national event.

**AR.** Spoke of being that it was at a central location, it was likely that those surrounding regional members, may decide and travel in on both days rather than take accommodation.

**RKR.** It was important that the decision was made for as the anticipated membership renewals came to fruition, that would have a further positive impact and assist in a further reduction in our national outlay.

**MH.** Raised the question about holding two separate events as an alternative to reduce the out lay.

**BW.** Countered that the Events group and Regional presidents had indicated they would only support just one full event and would cancel if not.

**CB.** Questioned the origin estimated figure required that escalated from 6600 to 15k to now 18k and that it was important that assurance was given that there would not be any other surprise crucial increases beyond that final estimation and, that a monthly update is issued to the board.

**BW.** Indicated that the Events Group were very conscious of the expenditure and keeping this under control. They were also hopeful, that through other factors there would be possible further reductions in the expenditure.

**MH.** Mentioned that as an organisation, we do not have from our recent past, the experiences to be able lean upon for such an external event.

Therefore it's important that we have a high level of confidence in the cost estimation.

**BW.** Gave this as being currently at 90%.

**KB.** Enquired about the material that had been found and additions (gravel etc) that would be used and how were these to be kept or stored for future use. Also enquired had the proposed team fee @ £40 had been agreed upon.

**BW** responded that these items are likely to be stored possibly nearby so that they could represent an investment for future use.

**CDS.** Confirmed that the proposed regional team costs @£40 had been already issued to the regions following a referral to the fee proposed.

**AR.** Raised the query about the concern on regional kit which according to the IR rule must now be

the same in colour for both polo and outer jackets. This matter had been raised by the Chiltern President that if is currently the new ruling, it would represent another very large financial outlay, which is not sustainable nor acceptable under current circumstances for 2021.

There followed a long discussion by the board members as to the rules interpretation and application and enquiring why this was being implemented without consultation.

**BW** commented as we would be in the public domain it would be giving a positive impression of our sport.

As a result of the discussion, it was proposed that the matter be raised with the Umpires Commission who would be implementing the rules at the IR, with the recommendation that this requirement is be deferred to 2022.

**MH** and **CR** raised the question as to the normal gathering time (08.00am) which for those accommodating further away, would create problems for onto time and safe arrival.

**BW** confirmed that this had changed to 09.00 am with start of play at 09.30am on both days of the event.

Additionally, the planning for the number of matches played per day was under review and that the current thoughts are that there would be 6 matches on Saturday and 4 on Sunday to allow for presentation time and later activities.

The banqueting hall would now be available to us, following the cancellation of a planned wedding allowing for enclosed usage and possible evening entertainment.

**CR**. Enquired as to the Parking arrangements. **BW**. indicated these were very nearby and would be at no cost.

**TG**. Concerns that there are only 2 junior teams entered in the competition which is unfortunate. It was felt that this should be flagged up to the regions as to why this has happened. As a result, it means the proposed Junior shooting competition would have to be revised and as to who would be responsible.

**CDS**. Concluded for making a vote on the go ahead with 2021 IR at Melton Mowbray.

**AR**. Indicated that he had to depart the meeting but requested a positive vote on his behalf.

**MH**. Requested that the vote includes the caveat, that the subsidy provided, does **Not** go beyond the agreed figure of 10K and, that any indications of extra funding required will have to be sanctioned by the Board.

**CB** endorsed that motion.

**CDS**. Took the vote on the proposal to use Melton Mowbray as the venue for the 2021 Inter-regional championship, which was subsequently approved by the Board members.

## **6. Charitable Status update.**

**KB**. Advised that the there was no news to date regarding the PE applications.

## **7. NPP Rule change regarding Juniors participating in the SSE events.**

A. Board discussion.

B. Board vote to implement the rule change with immediate effect.

A broad discussion (A) developed upon the details of the ruling proposed by the NPP and implications of such a measure if adopted to the forthcoming SSE 2021 events.

**BW** felt it was wrong to be being applied to those juniors who had already entered the SSE event

and leading to dissatisfaction in the future of the sport.

**CS** felt further consideration was required on the impact of participation by such young players.

**CDS.** Spoke about his own past sporting experience involving junior players be allowed to participate in more senior events and the need for dialogue between those involved with their well-being and on-going progress.

**TG** spoke of the dangers of a junior aged player being over encouraged and selected to join senior ranking events when they are not mature enough to handle the pressure and stress this early in their development. This could be compounded with further complications if later, they had to be withdrawn after advancing in the rankings to such a high point. Allowing prime juniors to participate with senior players at other events such as regional open events, can be advantageous to their experience if controlled properly.

**MH.** Referred to the fact that CEP and FIJPJ do not discourage young player of 17+ years old from being chosen to be included with senior teams within their respective countries at international tournaments. Additionally, it could be argued that, allowing an un-prepared juniors to participate in such major international tournaments is a stressful experience and therefore allowing them to participate in national senior ranking events can prepare them in dealing with such pressure.

**TG.** Whilst acknowledging, reminded that we have a duty of care to our young players and has had to personally deal with the fall out with those juniors who have subsequently suffered, due to over expectations and subtle pressure that had been allowed to build up over time, to the point they have withdrawn themselves from being involved with sport.

Further robust discussion followed which centred around examples in the past, consideration of those juniors who do show early development and may benefit from inclusion, the risks involved, criteria and eligibility required in allowing such participation in SSE and other senior events and how the NPP proposal had been conveyed.

**CR.** Referring to his own past coaching experience further highlighted the dangers to young players who are still learning about growing up and are not yet fully equipped mentally to handle the pressures that are associated with such early opportunities. Additionally, reminded that the NPP recommendation was to establish an approach system, controlled by the relevant coaches and group leads, that would allow any exceptional Juniors and to the same degree Espoir aged players, a safer passage of participation in such senior selection events.

**KB** and **CS.** Enquired as to why would a senior team allow or encourage such a young player to join them, whilst denying another senior player the opportunity and how would other senior players react.

Further discussions took place on the unfortunate situation that evolved around the original announcement and subsequent reaction on FB, that the Juniors would be withdrawn and the desire to ensure this would not be repeated in the future.

Following, a vote was to be taken on allowing the NPP ruling to be implemented immediately.

**MH** proposed that an amendment should be proposed in that, the NPP ruling did not come into effect this year, 2021 and be deferred to next year, 2022.

The vote was taken with a 5 for and 4 against in favour of the amendment that the NPP ruling would come into force in 2022.

As such, the juniors who had submitted their previous applications, would be allowed to participate at the forthcoming Senior Selection Event and be communicated too prior to any future FB announcement.

**TG.** Was of the strong opinion, that the decision Not to implement the NPP ruling in 2021, was an error following the discussions on the Safe -Guarding issues involved and requested that as such, it should be recorded within the meetings minutes.

## **9. PE AGM 2021- update.**

**KB.** Following his recent resignation as PE Company Secretary and that no other member had come forward to take over the role, which has meant that very little had been advanced on the topic.

Venue. Brief indication spoke of the Holiday Inn was the most favourable, as it had the meeting rooms suitable for up to 30 persons under the current Covid restrictions.

Ideally the Annual General Meeting should take place no later than the prescribed period. Though this could be looked upon as being held in June 2021, it could be extended to the Autumn period.

**CR** having previously mention of his contacts with Holiday Inns, who arranged the Coaching Commissions annual meetings, would if required, take on the probability of establishing a suitable date, establish allowed capacity and venue together with the costs involved.

In addition, as in a temporary role, agreed to arranging via the different PE sections, the required annual reports for the AGM and initiate dialogue with David Baxter to request assistance in producing national notification of the AGM, the meeting`s Agenda and any voting requirements together with arranging the supervision of the meeting.

**CDS.** Took the opportunity of thanking KB for his long and valued service to the PE and willingness to remain as the disciplinary officer until further notice.

### **9a. Any other business.**

**TG.** Raised the current situation regarding not having a current Chair for the NPP. Being that prior to this, David Mason had been proposed to fill that role, though requiring it to be a PE Board agreement. Additionally, enquiring if under current circumstances, the proposed could act as in a temporary position.

**KB.** Pointed out being that said person is currently subject a disciplinary investigation and this would be totally inappropriate. KB also made clear a point, that any such roles were a PE Board appointment and not one that can be taken by the various groups of our organisation.

**TG** Referring to DM, enquired as to when this investigation was likely to be completed.

**KB.** Advised that the investigation was reaching its conclusion and any action resulting, will be made known in the next seven days.

**BW.** Made comment about that he had been asked about the situation by members of the region involved.

**KB.** Firmly made it clear, that any such sensitive matters raised and discussed at PE Board level should not be exposed, spoken off, outside and external of the board.

**MH.** Explained that he still retained his current role within the NPP though he had implied he would not attend any NPP meetings until there was an appointed NPP Chair in place.

**TG.** Enquired if CDS having resigned from the NPP would still take the lead/coach for the Veterans group. Which CDS confirmed he would be doing so.

**KB.** Further clarified that a section lead/coach can still function as such even if not an NPP member.

**MH.** Raised the importance of having qualified coaches as part of the NPP. In addition, felt that any future reconstruction of the NPP and its operations, should consider having an `Executive` installed to take on some accountabilities involved and the reporting to the PE Board.

**CDS.** With regards to the NPP chair position, the proposal of approaching Jonathan Sewell was still ongoing.

**KB.** Felt that over the years there has been a lack of reporting from the various groups and should be improved and implemented.

**RKR.** Moving on from the subject advise that he had an invite to attend a presentation on version 2 of the Love-Admin on- line service, which should hopefully overcome many of the problems we encounter.

**CDS** Requested if RKR could at the same time enquire about Gift Aid.

## **10. Date of Next Meeting.**

This being set for the **17<sup>th</sup> July at 10.00am** via a Zoom meeting. Details to follow.