

LAWN TENNIS ASSOCIATION LIMITED (“LTA”) COUNCIL

Minutes of the meeting held on Wednesday 25 May 2022 at The National Tennis Centre, 100 Priory Lane, Roehampton, London, SW15 5JQ at 11 am

Present

David Rawlinson (President)

Councillors

Ian Alexander, Bridie Amos, Liz Bissett, Richard Blackburn, Heather Bottomley, Andy Bradley, Roy Colabawalla, John Copsey, Venetia Cottman, Lesley Cundy, Richard Cutler, Jonathon Dawes, Blane Dodds, John Doe, Andy Fay, Jane Grey, James Grindell, Ian Haigs, Sheila Hamilton, Wasim Haq, Craig Haworth, Louise Hutchinson, Anil Jhingan, Simon Jones, Nigel Jordan, Ben Knapp, Sarah Langford, Steven Law, Judith Loffhagen, Chris Mansour, Jo Marks, James Marsalek, Adrian Packer, Shiv Paul, Malcolm Peters, Mike Piper, Sandi Procter, Joy Robinson, Martyn Rock, Mark Sanders, Annie Smith, Sir David Tanner, Alison Taylor, Steph Trill, Adrian Waite, Brian Walton, Hilary Watts, Viv Wilson, Steven Winyard and Christine Windmill.

Alternates for Councillors

Keith Stubbington (representing Rick Denton, Councillor for Channel Islands).

In attendance

Michael Bourne (Performance Director), Jackie Freeman (PA to the CEO), Simon Johnson (Observer, Tennis Wales), Abbie Lench (Head of Clubs, Parks, Counties and Volunteering), Scott Lloyd (Chief Executive), Olly Scadgell (Participation Director), Roy Staniland (Chair, Development Tennis Advisory Group), Simon Steele (Finance Director), Alyx Wilde (PA to the President), Vicky Williams (People Director) and Pamela Woodman (Head of Legal).

Minutes

1. Welcome and Apologies for Absence

David Rawlinson welcomed everyone to the meeting. Apologies for absence were received from Lord Davis, Stephen Baddeley, Sanjay Bandhari, Lottie Birdsall Strong, Francis Caldwell, Naomi Cavaday, Simon Clarke, Martin Corrie, Rick Denton, Barry Horne, Karen Keohane James Keothavong, Richard Stoakes and David Vinall.

David Rawlinson welcomed Alyx Wilde into the role as PA to the President, and thanks were noted to Jackie Freeman for supporting in the interim period.

2. Declarations of Interest

Councillors were asked to declare an interest as appropriate when a relevant item was discussed.

3. Minutes of Meetings held on Tuesday 10th March 2022

The minutes of the meeting held on Tuesday 10th March 2022 were agreed as a correct record, with one proposed amendment to reflect Louise Hutchinson being present.

4. **Matters Arising**

There were no matters arising not covered on the agenda.

5. **President's Report**

The President's Report included in the Council papers was taken as read.

6. **LTA Chairman's Report**

The Chairman's report included in the Council papers was taken as read.

7. **LTA Chief Executive's Update**

The Chief Executive's business update included in the Council papers was taken as read.

Scott Lloyd expanded on a number of items from his business update including: acknowledging the Russia and Belarusian player situation as a topic of significance; completion of the important technology migration from Siebel to Salesforce, noting that there is a list of outstanding technology challenges identified and resource has been given to resolve these priorities over the next three months; the launch of the merged charitable entity, LTA Tennis Foundation, and the significance of this milestone for the LTA; the 5 year plan and strategic cycle approaching the final year, with preparation underway for the next stages and identifying priority areas for the next plan. He also provided a brief overview on performance statistics and the values and behaviours update, thanking Councillors for their contribution to this piece of work.

A question around Nottingham Tennis Centre was raised, with Scott Lloyd confirming the LTA acquisition from Nottingham City Council of a 150-year lease with the focus now being on discussing programmes for the future and providing an enhanced competition calendar.

8. **Applications for Deputy President**

Pamela Woodman highlighted that three applications for the position of Deputy President had been received, namely from Roy Colabawalla, Nigel Jordan and Adrian Waite. She invited each applicant in turn (in alphabetical order by surname) to present their case for nomination to Councillors, which each of them duly did. Pamela Woodman noted that all three applicants would now automatically be referred to the Nomination Committee for consideration in accordance with clause 19.5 of the LTA Rules, without there being any requirement for the Council to vote. Thereafter, she confirmed that the Nomination Committee would then make a recommendation to the Board of the proposed candidate for appointment.

9. **Workshop Session: County Funding Update**

A presentation on the implementation of the new county funding model was shared with Council by Roy Colabawalla and Abbie Lench before the Councillors present were divided into smaller groups to discuss the proposed approach. It was noted that this workshop was to allow for further consultation of Councillors on the county funding model, including the reduction of subscription fees to zero, which model would be presented to the LTA Board in July 2022.

Feedback from each of the breakout groups provided unanimous support to progressing with the proposed approach. Specific comments and feedback was provided and included: further detail would be required around any application process and concern with regard to targets being set and what that would involve for volunteers.

The meeting was adjourned for a lunch break and then reconvened after lunch.

10. **Workshop Session: County Governance: Effective recruitment & succession planning**

A presentation on the importance of recruitment and succession planning was delivered by Wasim Haq and Abbie Lench. Abbie outlined the need for more support in this area, which came out of the county governance self-assessment process earlier in the year. Wasim provided an overview on the recruitment process and reinforced the need to advertise roles where people might be looking; he also explained the importance of clearly defining the role to be filled in order to ensure that applicants have the right skills and experience.

11. **DTAG Workstreams Update**

An update on the activities of DTAG and its workstreams included in the Council papers was noted. Select workstream leads provided a verbal update, with key messages including: asking Councillors to encourage level 2 coaches to become accredited over the coming months before it becomes mandatory to hold accreditation in order to coach in any LTA registered venue; encouraging attendance at the safeguarding conference, which is due to take place on Saturday 1 October 2022; advising that the National Volunteer Awards can be viewed on the LTA YouTube channel highlighting that 1-7 June 2022 will be Volunteers Week, with Councillors being encouraged to look at the County Support Toolkit for guidance and details to help get involved in National Volunteer Week.

12. **Council Updates**

12.1 **Participation**

Olly Scadgell gave a presentation covering participation trends and targets. Key updates included:

- Good progress has been made towards targets for 2022. Annual play for adults playing once a year has returned to growth, now 4% higher than the previous 12-month period covering May 2020-April 2021.
- The number of adults playing once per month is currently higher than the 2023 target and at the highest level since tracking began in 2017.
- The three-month trend shows that for the period Feb 2022 – Apr 2022, monthly and annual participation levels are at their highest point in recent years.
- Tennis participation among children has continued to grow, reflecting the change in behaviour after lockdown restrictions were lifted.
- In the 12 months to April 2022, the number of children playing tennis each week was over 40% higher than in the equivalent period last year.
- Olly asked Councillors to think about the role which county and island associations can play in supporting and encouraging players to submit match results from competition – with a focus on those results for internal venue competition.

Olly Scadgell responded to questions from Councillors relating to enabling upload of data from CSV files. *[post meeting update as follows: functionality to allow competition results to be submitted via CSV file upload is being developed and it is anticipated that this will be available within the next 2-4 weeks from date of Council meeting. This will be communicated to all relevant competition stakeholders once developed, tested and in place.]*

Jack Baker provided an update on the development of the LTA's sustainability strategy.

12.2 **Performance**

Michael Bourne provided an overview and responded to questions from Councillors on the topics covered which included performance strategy priorities for 2022, player pathway and focus on national performance and international juniors.

12.3 **Major Events**

Chris Pollard gave a presentation covering the 2022 major events, a summary of the 2021 summer programme, and the digital transformation programme across 2022.

13. **Corporate Governance**

13.1 **Approval of amendments to the rules of the LTA**

The paper provided in the Council pack was taken as read. The Council approved the proposed amendments to the rules of LTA which had been identified in the appendix to the paper as requiring approval from the Council.

13.2 **Approval of Simon Johnson, CEO of Tennis Wales, as Voting Council Member**

The Council was advised that, further to the change to the LTA Rules through Project Themis, which permitted each national association to nominate two Voting Council Members, Tennis Wales had nominated Simon Johnson as its second Councillor. The Council approved the appointment of Simon Johnson as a Voting Council Member with immediate effect.

14. **Any Other Business**

14.1 New Councillors gave thanks for the tour of the All England Club.

14.2 Councillors noted their thanks and condolences to Ali Ensor.

14.3 David Rawlinson confirmed that the LTA National Tennis Awards were due to take place on Tuesday 28th June 2022 at the NTC and there should be sufficient places in order to allow all Councillors to attend, with further information to be shared in due course.

14.4 Jonathan Dawes confirmed that he was seeking additional Councillor representation and members for youth group tennis (aged 16-25).

14.5 David Rawlinson reminded Councillors on Wimbledon do's and don'ts and confirmed that a note of these would be posted on First Serve.

15. **Date of Next Meeting**

The next Council meeting will take place on Wednesday 5 October 2022.

There being no further business, David Rawlinson thanked everyone for attending and closed the meeting at 16.00.

Signed Date