

LAWN TENNIS ASSOCIATION LIMITED (“LTA”) COUNCIL

Minutes of the meeting held on Wednesday 20 September 2023 at The National Tennis Centre, 100 Priory Lane, Roehampton, London, SW15 5JQ at 9.30am

Present

Sandi Procter (President)

Voting Council Members

Graeme Adams, Ian Alexander, Ronald Allan, Bridie Amos, Steven Baddeley, Elizabeth Bissett, Heather Bottomley, Andy Bradley, Simon Brand, Naomi Cavaday, Roy Colabawalla (Deputy President), John Copsey, Venetia Cottman, Lesley Cundy, Richard Cutler, Jonathon Dawes, Blane Dodds, John Doe, Jane Grey, Keith Gill, James Grindell, Malgorzata Grzyb, Ian Haigs, Barry Horne, Richard Johns, Simon Johnson, Simon Jones, Anne Keothavong, Sarah Langford, Judith Loffhagen, Joanna Marks, Garry Morris, Adrian Packer, Shiv Paul, Mike Piper, Joy Robinson, Alison Taylor, Michael Thomas, Stephanie Trill, Phil Veasey, David Vinall, Adrian Waite, David Walrond, Julia Waters, Christine Windmill, Steven Winyard and Julie Wych

In attendance

Non-Voting Council Members

Sanjay Bhandari and Sir David Tanner

Others

Jack Baker (Head of Public Policy) for item 7, Sharon Heeley (Head of Region, South and Southwest), Scott Lloyd (Chief Executive), Alex Ross (Head of Ticketing and Hospitality) for item 12, Olly Scadgell (Participation Director), Merlin Van De Braam (Head of Coach Development and Support) for item 6, Alyx Wilde (minutes), Vicky Williams (People Director) and Pamela Woodman (Head of Legal)

In attendance (as observer)

Brian Walton (former Isle of Man Voting Council Member)

1. Welcome, Apologies for Absence and Declarations of Interests

Sandi Procter welcomed everyone to the meeting.

Apologies for absence were received from: Lord Mervyn Davies (LTA Chair), Rachel Baillache, Sara Bennison, Lottie Birdsall-Strong, Yasmin Clarke, Simon Clarke, Rick Denton, Wasim Haq, Anil Jhingan, Nigel Jordan, James Keothavong, Ben Knapp, Chris Mansour, Paul Marks, James Marsalek, David Rawlinson (immediate Past President) and Vivien Wilson.

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

2. Minutes of the meeting held on 24 May 2023 and Matters Arising

The minutes of the meeting held on 24 May 2023 were agreed as a correct record.

There were no matters arising not covered on the agenda.

3. LTA President's Summary

The President's summary included in the pre-meeting papers was taken as read.

Sandi Procter gave a presentation covering her most recent activities visiting clubs and counties, including attendance at Davis Cup, British Open and various events. Those present were informed that a WhatsApp group would be created for all Voting Council Members to receive updates directly from the President. Voting Council Members were asked to inform Alyx Wilde if they did not wish to be included in the group. Voting Council Members were also reminded to complete the Diversity Monitoring Survey and visit the County Support Toolkit for an updated meeting dates cycle planner.

4. LTA Chair's Report

The Chair's report circulated in the pre-meeting papers was taken as read.

5. LTA Chief Executive's Update

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

Scott Lloyd expanded on a number of items from his business update, in particular he referenced the continued increase in participation figures, the success of the parks project and that LTA Youth continued to be a major focus. He noted that there was further work to do on ensuring that work continued on implementing the County and Island Association Governance Framework, with only 14 counties currently meeting the measures. Scott Lloyd thanked the Major Events team for a very successful year of summer tournaments and events, both operationally and with regard to on court performance. He then took a number of questions.

6. Development Tennis Advisory Group ("DTAG") Update: Communication and Engagement/Coach Engagement and Support -Spotlight Session

The comprehensive update on the activities of DTAG and its workstreams included in the pre-meeting papers was noted. Richard Cutler gave an overview of the paper circulated in advance, noting that the 2024 objectives were currently being discussed with workstream/business leads.

Bridie Amos, communications workstream lead, gave an update on communications and a mini workshop took place to reflect on communications so far and how best practice could be shared. It was noted that Voting Council Members had been presented with questions in advance and asked to feedback during the meeting. Voting Council Members were asked to email Abbie Lench with details of any new volunteers who were joining their committee/organisation in order for them to be set up to access County Communications Hub and receive the update emails.

Merlin Van De Braam (Head of Coach Development and Support) joined the meeting.

Merlin Van De Braam and Ian Haigs presented an update on the coaching workstream; highlighting the pilot project to attract more diversity into coaching and its importance as part of the wider LTA inclusion strategy. They noted that the next steps for 2024 were for a decision to be made on how an inclusion program for coaches would be progressed.

In closing, Richard Cutler reminded those present that the next cycle of the LTA Awards would begin on 1 October 2023. He explained that open Q&A sessions would be available on 27 and 28 September 2023 at which county volunteers could ask anything they wish connected with the LTA Awards in advance of the window for nominations opening.

Merlin Van De Braam (Head of Coach Development and Support) left the meeting.

7. Workshop 1: Environmental Sustainability Plan

Jack Baker (Head of Public Policy) joined the meeting.

Olly Scadgell introduced the workshop explaining the potential impact of climate change and sustainability in tennis. He explained that the purpose of the workshop was to encourage discussion and thinking about the plan and that it was not about implementation of the plan at this stage.

Jack Baker gave a presentation on the impacts of climate change and why action matters in sport and a workshop session took place to discuss the role all LTA member organisations play in supporting the LTA's sustainability plan, how ideas could be implemented and whether further support was needed from the LTA. He confirmed that themes and feedback from the workshop would be fed back in due course.

Jack Baker (Head of Public Policy) left the meeting.

8. Corporate Governance

8.1 Council-Nominated Board Member Presentations

Pamela Woodman highlighted that three applications for the position of Council-Nominated Board Member had been received, namely from Bridie Amos, Heather Bottomley and Shiv Paul.

She invited each applicant in turn (in alphabetical order by surname) to present their case for nomination to Voting Council Members, which each of them duly did. Pamela Woodman noted that the three nominations would now automatically be referred to the Nomination Committee and an interview with a sub-committee of the Nomination Committee would take place shortly thereafter with each candidate. She also noted that, after the interview process had concluded, the Nomination Committee would make a recommendation to the board of Lawn Tennis Association Limited ("Board") of the proposed candidate for appointment to the position of Council-Nominated Board Member for the Board's consideration and, if thought fit, approval.

There were comments from a couple of Voting Council Members that they felt that they should have the opportunity to vote on the three applicants. However, Pamela Woodman confirmed that, because there were only three candidates, there was no requirement for a vote (to get to

the maximum of three candidates for consideration by the Nomination Committee) and that the process set out in LTA's governing documentation was being followed. She noted that this was an appointment to the Board which would go through the proper Nomination Committee process set out.

8.2 Member-Nominated Councillors for 2024 Process

Pamela Woodman provided a verbal update on the process of nominating Voting Council Members with effect from 1 January 2024 for a three-year term of appointment.

She confirmed that the application paperwork would be sent out via email no later than 4 October 2023 with the deadline for returning paperwork no earlier than 6 November 2023.

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

9. Participation Update

Olly Scadgell's slides which had been circulated in advance of the meeting were taken as read. He noted that he wanted to add that there had been growth in padel awareness, with one in five British people now having heard of padel.

Olly Scadgell further provided an update on the proposed increase to venue registration fees from 1 October 2023. He noted that a price increase of 12% had been agreed by the Board. He noted that this was less than the inflation index since the last increase to venue registration fees. Various questions relating to the use of data were raised and answered.

10. Workshop 2: LTA Strategy 2024-26

Scott Lloyd recapped the process of exploring the landscape of tennis in Britain and consulting work that took place five years ago to devise the current five-year plan. A workshop then took place to get feedback on the draft 2024-2026 plan and tactics which sit under the six strategic pillars. Voting Council Members provided feedback on what they liked and what they thought was missing from the LTA's vision, mission, objectives and strategies and discussed prioritising the suggested tactics. Scott Lloyd noted that the feedback would be collated and discussed with colleagues at an upcoming All Colleague Day and further with the Board at their next meeting in December 2023.

11. Tennis Wales and Tennis Scotland

Simon Johnson and Blane Dodds presented on their respective roles within Tennis Wales and Tennis Scotland, highlighting the governance structures and identifying the synergies between both countries and the work of the LTA.

12. 2024 Wimbledon Ticketing Process

Alex Ross (Head of Ticketing and Hospitality) joined the meeting.

Alex Ross provided an update on the upcoming Davis Cup and Billie Jean King Cup ties as well as an update on early planning and changes to the Wimbledon ticketing process for 2024. He

noted that all Voting Council Members would receive an offer in the next two weeks for both Davis Cup and Billie Jean King Cup tickets and that there was an aim to move away from printed tickets in favour of digital ticketing.

Alex Ross noted that he had received feedback provided by Voting Council Members via Sandi Procter and Roy Colabawalla regarding The Championships and that it was positive. However, he noted that there were some suggested operational changes for the 2024 process, on which he presented. In addition, Alex Ross confirmed that Wimbledon ticketing guides were being updated and new guides would be re-issued in due course.

Alex Ross (Head of Ticketing and Hospitality) left the meeting.

13. Any Other Business

Sandi Procter read out a list of actions which had been noted during the meeting and confirmed that a summary of the actions and key takeaway points would be circulated to Voting Council Members shortly, the contents of which may be shared with respective management committees.

Sandi Procter returned to an earlier query relating to the Council-Nominated Board Member position to address the question around Voting Council Members not voting on the candidates. She clarified that Voting Council Members had been involved in the nomination process to date by having the opportunity to apply and/or to be a supporter for a candidate. She noted that this was an appointment to the Board and so the Nomination Committee would be considering the skills matrix for the Board and any gaps, as well as the Fit and Proper Person test, in making a recommendation to the Board for appointment of one of the three council-nominated candidates. Voting Council Members were invited to speak with Sandi Procter or Roy Colabawalla separately if they wished to feedback specific comments on any of the candidates.

14. Conclusion of Meeting

The next Council meeting will take place on Wednesday 13 December 2023 at 9.30am and finish at 3pm. On Tuesday 12 December 2023, the National Youth Musical Theatre group will be performing a Christmas concert at the National Tennis Centre at 2:30pm and all Councillors were invited.

There being no further business, Sandi Procter thanked everyone for attending and closed the meeting at 3pm.

Signed: S.Procter

Date: 13 December 2023