

PRIVATE & CONFIDENTIAL

LAWN TENNIS ASSOCIATION LIMITED (“LTA”) COUNCIL

Minutes of the meeting held on Wednesday 26 February 2020 at the National Tennis Centre, 100 Priory Lane, Roehampton, SW15 5JQ at 10.30 am

Present

David Rawlinson (President) and Lord Davies of Abersoch (Chairman, LTA Board).

Councillors

Ian Alexander, Rachel Baillache, Jamie Baker, Sara Bennison, Liz Bissett, Andy Bradley, Francis Caldwell, Naomi Cavaday, Simon Clarke, Roy Colabawalla, John Copsey, Venetia Cottman, Lesley Cundy, Richard Cutler, Rick Denton, Lee Evans, Andy Fay, Jane Grey, James Grindell, Ian Haigs, Craig Haworth, Barry Horne, Louise Hutchinson, Nigel Jordan, Karen Keohane, James Keothavong, Robert Kerr, Claire Kinloch Anderson, Maureen Laffey, Steven Law, Chris Mansour, Jo Marks, Steve Matthews, Richard Palmer, Malcolm Peters, Mike Piper, Sandi Procter, Joy Robinson, Martyn Rock, Mark Sanders, Annie Smith, Liz Sweeting, Sir David Tanner, Alison Taylor, Steph Trill, Adrian Waite, Brian Walton, Viv Wilson, Christine Windmill and Steve Winyard.

In attendance

Funke Awoderu (Inclusion & Diversity TDC Workstream Lead), Keith Carder (Head of Competition), Richard Daish (Marketing & Commercial Director), Sarah Dorkings (representing Gloucestershire), Blane Dodds (Observer, Tennis Scotland), Jackie Freeman (PA to the Chief Executive), Tom Gibbins (Head of Education), Jon Hughes (Regional Delivery Director), Abbie Lench (Head of Clubs, Counties & Volunteering), Caroline Lepetit (Head of Customer Engagement), Dan Lewindon (Head of Performance Science & Medicine), Scott Lloyd (LTA Chief Executive), Chris Pollard (Head of Strategy & Innovation), Olly Scadgell (Participation Director), Simon Steele (Finance Director), Roy Staniland (Chair, Tennis Development Committee), Maggy Wade (PA to the Participation Director and Director of International Events & Professional Game), Sheila Wall (PA to the President), Vicky Williams (People Director) and Pamela Woodman (Head of Legal).

Minutes

All the presentations made at the Council meeting were circulated to Council members shortly after the meeting.

1. **Welcome and Apologies for Absence**

David Rawlinson welcomed everyone to the meeting.

The following apologies for absence had been received: Michael Angell, Stephen Baddeley, Richard Blackburn, Martin Corrie, Baroness Margaret Ford, Clare Hollingsworth, Richard Stoakes and David Vinall.

2. Welcome to New LTA Councillors

David Rawlinson welcomed the following new Councillors, each of whom was presented with an LTA tie or pin and given the opportunity to introduce themselves: Venetia Cottman (Buckinghamshire), Rick Denton (Channel Islands), Nigel Jordan (Kent), Claire Kinloch Anderson (Scotland), Chris Mansour (Lancashire), Mike Piper (Leicestershire), Annie Smith (Dorset), Alison Taylor (Surrey), Steph Trill (Sussex), Viv Wilson (Durham & Cleveland) and Steve Winyard (Oxfordshire).

3. Declarations of Interest

Members of Council were asked to declare an interest as appropriate when a relevant item was discussed.

4. Minutes of Meeting held on Thursday 12 December 2019

The minutes of the meeting held on Thursday 12 December 2019 were agreed as a correct record.

5. Matters Arising

There were no matters arising which were not covered by the agenda.

6. President's Report

The President's Report included in the Council pack was taken as read. David Rawlinson apologised for the fact that he had omitted Nigel Jordan and Liz Sweeting from the list of those Councillors who had attended the Fed Cup tie in his report; their attendance, together with all Councillors who had made the trip, was recognised and appreciated.

He said that the strapline for his term as President was "we are one team" – Council, Board and Executive. He intended to visit all National, County and Island Associations during his tenure. In addition, Sandi Procter planned to attend a Committee meeting within each County, National and Island Association to help share best practice.

He said that he was standing for re-election to the Tennis Europe Board and would continue to ensure the LTA enjoyed good representation should he be re-elected. He and Scott Lloyd would maintain regular contact with David Haggerty (ITF President). The paperwork for the 2020 Councillor Contribution Review process would be circulated shortly and Councillors would also receive an e-mail requesting nominations for the LTA Ball, LTA Cocktail Party and President's Lunches to be held during Wimbledon. He concluded by saying that Council papers would be issued electronically only in future unless Councillors submitted a specific request to receive a hard copy.

Sandi Procter introduced the new digital resource "Hello Councillors" and highlighted the information available within it. She particularly drew attention to the LTA Awards and National and International Awards section with a request that Councillors read this important information.

David Rawlinson thanked Sandi Procter, supported by Lesley Cundy, Craig Haworth, Roy Staniland and Rodica Mirzac (from the People team) for the considerable amount of work they had put into the production of this valuable new resource.

7. LTA Chairman's Report

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

8. LTA Chief Executive's Update

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

Scott Lloyd referred to a significant increase in attendance at both the Club and Coach Forums held in the final quarter of 2019. He took Council through the participation results in the final 2019 Business Dashboard which showed an increase in all categories other than a slight decline in the twice monthly figure. He provided an overview of the evolution of the 5 Year Plan (supported by the VMOST) and highlighted the eight key areas of focus in terms of the priorities and strategic initiatives for 2020. He presented the 2020 Business Dashboard which covered every area of the business, a copy of which had been included in the Council pack.

A number of questions were raised covering the ongoing relationship with ClubSpark, evolving and improving the process of cascading information from Council to Counties and beyond (which was a tactic within the VMOST with its own focus group), the value of sharing the Business Dashboard within Counties (but not with clubs) and the importance of Values within an organisation and how these might be developed further.

9. Workshop: Supporting good County Governance, including inclusion

Olly Scadgell introduced the workshop by outlining where good County Governance fits strategically and to which tactics in the 5 Year Plan it related. He referenced the good work already being done in this area within tennis and outlined what tennis could learn from other sporting organisations. A table discussion followed (facilitated by Jon Hughes and Abbie Lench) on what is good about current LTA County Governance, what areas of LTA County Governance needed to be improved and what should be prioritised, and what support was needed from the LTA to improve County Governance. Each table provided feedback on one or two key points.

10. Participation Update

Olly Scadgell gave an update covering the priority participation activities for 2020 and progress made since the December Council meeting. This included the Junior Programme (go live preparation), LTA Rally (national roll out and phase 2 development), park infrastructure (including Tennis For Free), Tennis Scotland and Tennis Wales, competition (including technology, Local Tennis Leagues, age group changes, the calendar and the World Tennis Number) and Safeguarding (including the Safe to Play campaign).

Roy Staniland introduced the TDC Lead for the following six of the seven work streams who each gave an overview of the respective objectives for 2020: Clubs & County Support & Communication - Richard Cutler; Venues Registration & County Registration - Roy Colabawalla; Volunteer Engagement - Sandi Procter; Competition (including County Cup and Seniors Competitions) - Lesley Cundy; Safeguarding - Ian Alexander; and Inclusion & Diversity: Funke Awoderu. Roy Staniland then provided an overview of the Coach Engagement work stream in Stephen Baddeley's absence and added that consideration was being given to introducing a County Performance and / or a Padel work stream.

11. Update on Junior Programme

Chris Pollard thanked everyone for their feedback following his presentation on the Junior Programme at the December Council meeting. He set out the current landscape and the Junior Programme Framework and outlined the process for testing and refining the programme prior to the launch phase. Richard Daish provided an update on the Junior Programme brand with visual examples. Tom Gibbins gave an overview of the Primary Schools Programme which had its soft launch the next day ahead of the full launch the

following week. Keith Carder outlined the LTA Youth Competition structure, covering the Competition Framework including the Team Challenge and the Key Principles of Matchplays. Chris Pollard concluded the presentation by setting out the timeline for the Junior Programme over the next 12 months.

Martyn Rock said the Junior Programme represented a great opportunity and he urged Councillors to work together to promote and support it at a local level.

12. LTA Membership Update

Caroline Lepetit updated Council on the review of LTA Membership to ensure it supported the LTA Vision and 5 Year Plan. She set out the improvements which would be made to the scheme (including the proposed changes to benefits) which it was hoped would improve engagement with the LTA and increase the number of fans on our database to a target of one million by 2023. She added that the FAQs document circulated following the October Council meeting would be updated and recirculated shortly.

13. Performance Update

Dan Lewindon provided an update covering Regional Player Development Centre evolution, the National Academies at Loughborough and Stirling (what was going well and the challenges), recent results for U18 juniors and PSP players and the Wheelchair Programme. He also reported on the recent Fed Cup tie in Bratislava which, despite the 1-3 loss to Slovakia, had presented a number of positive outcomes for the GB squad. GB had been drawn away to Mexico in the World Group play-off tie on 17 and 18 April 2020.

14. Corporate Governance

14.1 LTA Venue Registration

Councillors had received a paper setting out the proposed changes to the LTA Rules to improve Venue Registration together with the rationale for these changes (and the associated changes to the Wimbledon ticket balloting process for LTA Members). The proposed changes to Venue Registration had received unanimous support in principle at the October Council meeting. A vote was taken on the proposed changes to the Rules; these were approved unanimously and would now be put to a General Meeting later in the afternoon for approval.

14.2 LTA Representatives on Committee of Management

The LTA representatives on the Committee of Management as set out in the Council pack were approved.

15. Any Other Business

David Rawlinson asked Councillors to advise Ali Ensor by 6 March 2020 if they would like to attend the forthcoming Fed Cup tie in Mexico for which they would be entitled to a pair of tickets on each day for personal use. He referred to the National and International Competitions Calendars included for information in the Council pack and encouraged Councillors to attend at least one of these events.

Lesley Cundy said that the Dan Maskell Tennis Trust had recently issued a number of grants, details of which were available from her on request.

16. Date of Next Meeting

The next LTA Council meeting would take place on Wednesday 20 May 2020 and would be preceded by the LTA AGM at 10.30 am.

There being no further business, David Rawlinson thanked everyone for attending and closed the meeting at 3.05 pm.