



**MINUTES FOR A CRICKET WALES BOARD MEETING TO BE HELD AT 10.30AM ON
28th January 2025**

Sophia Gardens

Attendees: - Tim Masters (TM); Barry Cawte (BC); Carl Alexis (CA); Sue Phelps (SP)

Online: - Fay Benningwood (FB) left at 11:25; Andy Fairbairn (AF) left 12:28; Huw Morgan (HM); Colin John (CJ); Samara Afzal (SA); Emma Williams (EW)

Minutes: - Sandie Keane

1. WELCOME
2. APOLOGIES FOR ABSENCE – Neil Pearson; Chris Last; Jo Holley; Sohail Rauf; Gareth Rees
3. DECLARATION OF INTERESTS - none
4. TO APPROVE THE MINUTES OF THE CRICKET WALES BOARD MEETING HELD ON 19th November 2024 - approved
5. MATTERS ARISING
 - 5.1. CW Foundation – MF to continue conversations with Legal Advisors – report back to Board. Agenda Item 11
 - 5.2. Safeguarding – Safeguarding training for Board. SK to confirm date. Ongoing
 - 5.3. CPSU Report – BC to send copy of report to AF. Closed
 - 5.4. Board Skills Matrix – SK to send to Board for completion before 1:1 with Chair. Closed
 - 5.5. Major Match Agreement – CEO to sign on behalf of the Board. Closed
6. CHAIR'S REPORT (Verbal) –
 - 6.1. November 27th TM attended Chairs dinner, held discussions with a range of chairs on moving to a foundation and was reassured on the proposed transition.
 - 6.2. Richard Thompson asked for feedback on Rec Game in Wales– TM stated the feedback was positive with discussions around the position of governance in Wales crossing over two countries. CW are seen as a leading organisation on governance and operational delivery. Discussions were also held around the pressure on clubs (volunteers/facilities), funds from Hundred franchise and ensuring game complies with ECB standards i: e behaviour and where does the boundary lie with regards to associations are not affiliated to us.

- 6.3. ECB articles are being updated, CW are not members of ECB and do not sign off on them. ECB have yet to formally issue CPA for next four years. Eng & Wales Cricket Trust need to be part of the contract – 13/2 meeting will confirm this, and CPA contact will be issued. AF specific standard contract will be issued for signature. Chair will define process that all Board members can give feedback before signature.
- 6.4. TM thanked members for their time in latest round of 1:1s. Feedback is positive but commonality of themes is how the Board can support staff with the skills Board members have, TM will investigate opportunities for more time together, annual staff and Board meeting.
- 6.5. Board Effectiveness day 13th March board members are required to confirm attendance, time need for strategy, staffing and finance. **Action:** SK to confirm venue.
- 6.6. Safeguarding training is mandatory and looks like 28th April. **Action:** SK to confirm date and forward details to Board members. To meet compliance 80% of Board are needed at the training.
7. CEO'S UPDATE – paper distributed prior to the meeting
- 7.1. Annual meeting with ECB – delighted to have Richard Gould, CEO attend. MW presented plan on a page and MF presented on EDI. Language around people and culture pillar was well received.
- 7.2. Recently held a Discovery Day for SLT – it was about understanding what professional development looks like for the organisation.
- 7.3. SP quired the research funding and asked if there was any feedback on CW application? MF was surprised with the outcome but has identified a different avenue of funding under the EDI distribution fund moving forward. AF confirmed under the core cities funding – Cardiff did not meet the criteria.
8. SAFEGUARDING –
- 8.1. BC highlighted LM is off work due to family bereavement. CW did not meet one of the compliance points with CPSU and a meeting was held in December with ECB/CPSU who requested a comprehensive list regarding concerns with compliance. Actions to fix these issues have identified to rectify concerns and meet standards. BC is working with the new ECB Safeguarding Manager to support. BC has held discussions with ECB and some issues have already been addressed. CA what are the implications about not meeting the standards – BC stated SW funding is the main area for compliance. Improvement plan will be put in place to move issues forward. TM stated recent recommendations from ECB are the implications for clubs and how they operate (usage of facilities) AF those concerns have been around for some time and as an organisation it is up to CW to recognise those clubs.
9. FINANCE (CJ) –
- 9.1. Report Management Accounts as circulated. Still running at a deficit which has been reduced from previous quarter.
- 9.2. Bal Sheet Dec 2024 – Reserves as shown in December. Revenues reserves were agreed hold revenue reserves at 6 months operating expenditure, £750K. SP stated Fin Com held discussions in to relation to the reserves and would there be an impact of funding revenues, AF good to have a starting point to work from. TM ECB game changer fund will be open to applicants soon, need to confirm definition of match

fundings and will Reserves be counted within that. **Action:** AF will confirm match funding moving forward. **Action:** Board are asked to agree Reserves target of £750K along with Capital expenditure increase minimum spend up to £1K.

Approved

10. STRATEGY –

10.1. Presentation given to the Board. MW has been the fundamental driver behind this work which has marked a key milestone in his new position. He recognised that the Welsh identity as a country was fundamental so moving forward CW will use *Criced*. The strategy removes any existing barriers to ensure it is a sport for all, protecting what's precious, revolutionising the future of Criced. CW recognise the core of the game are the recreational clubs. Foundations have been built on over the last few years and now is a pivotal moment to move the game forward.

10.2. Values – Together, Lead, Care. These 3 words frame the culture of the sport moving forward.

10.3. Objectives – **People and Culture** enabling people to excel. **Thriving clubs** – positive impact on their communities. **W&G** giving women the opportunity to be involved. **Facilities** – plans in place to make them welcoming and inclusive. **Captivating ways** – moving in a positive direction to make the game more attractive. Under each pillar there will be an action plan to underpin each area. Three foundations will run throughout the pillars – Safeguarding, EDI and Partnerships. Timelines were shared with the Board. BC confirmed that the whole team feel empowered by the process. Many thanks passed onto MW for his continued work in this area. SP stated collaboration jumps out of the page, being ambitious and realistic are highlighted across the whole document. SA congratulations on the work so far, in comparison to workshop attended recently CW are advanced in their work behind the scenes. HM how will it be launched – BC confirmed it will be shared across platforms, but CW are using an independent organisation to ensure CW launch using expert advice from a marketing specialist, messaging has to be clear in order to ensure it is not lost. EW important as a Governing Body we are being inclusive and serves as a reminder. BC credence in a range of videos that talk openly about sport for all. CA to see where CW have reached is impressive, 10-year plan with 4-year pillars – establish base line and measure indicators at the end of each cycle. CJ asked if CW have measured itself against the last strategy, MF we hit covid and didn't look at the strategy for 2 years. **Action:** Board passed thanks to MW and whole team for their work. **Action:** Next steps final draft to be presented to Board before launch.

11. CRICKET FOUNDATION – TM asked FB to confirm discharge duties as NGB legal status of the company is not a reason why our funding should change. FB confirmed that SW funding is for the NGB; risk is in the performance element of its duties. If you can't operate in that elite area SW cannot give funding to second party i.e. Glamorgan. MF board to look at timetable for actions and how we move the process forward. When we get to consultation need to consider carefully what we offer i.e. review membership offers. Thanks to MF and CL for their continued support.

11.1. Cricket Foundation in Wales – The Board are specifically asked to consider the following

- The proposed change of name to Cricket/Criced Wales Foundation – BC no other NGB has foundation in their name. Is there a need to change? CJ

consider a trading name which is different from company name. Legal name will be CricketWales Ltd and trading name Criced Wales foundation.

Approved

- That the Objects and Powers as detailed are appropriate. 5 standard objectives that have been accepted previously. Wellbeing embedded with 1.1a. Reference to cricket and other sports – allows us to collaborate with other sporting organisations. 2.8 not becoming CIO but if chose to do that in the future the power is with the trustees to do so **Approved**
- That a CCLG is the appropriate legal status to take forward - **Approved**
- That Membership be broadened and extended – must be affiliated to be a member and potentially other criteria; existing members stay as members. Position is to have flexibility to extend membership. Quorum 50% of members or 40 members present. Chair will ensure papers sent out will be very clear on membership. **Approved**
- That one Member, one Vote is adopted – Glamorgan would relinquish 28 votes. Glamorgan have not raised concerns with this decision. **Approved**
- That the income from ECB and Sport Wales is not put at risk by this change of company legal structure. **Approved**
- That key risks have been appropriately considered. **Approved**
- That the timetable for change proposed is appropriate. Aim for EGM mid to late March – voting would be current membership via proxy or in person. Rewritten articles before approval from Charity commission cannot be done in reverse. HM asked for sight of questions and TM confirmed in summary paper, but TM will need to address some points before distribution. **Action:** TM to redraft consultation paper will aim to circulate later this week. **Action:** Board recommends moving to charitable company limited by guarantee. **Approved**

11.2. Articles of Association

12. UPDATE ECB MEETING 9TH JANUARY 2025 - Verbal in CEO/Chair report

13. GOVERNANCE

- 13.1. Director Roles and Sub Committees – paper circulated prior to meeting thanks to SP for taking on Board Safeguarding Lead and all her work as Chair of the EDI Committee. Sohail will take on EDI Chair and Jo will take on Chair of Gov Com, Chair to attend Gov Comm.
- 13.2. Sport Wales Governance Improvement Plan / Capability Framework – Submitting partnership form to SW stipulating current objectives regarding SW funding. Governance Improvement Plan needed to be updated, and CEO has worked with Chair. No assessment process on current Board but this will be assessed on next year. FB SW ask to self-assessment against new capability framework, NGBs are asked to start the process working towards the new capability over the next 12 months. BC added additional content around our core pillars to link directly to the strategy. TM this is a living document that can be updated. In terms of process the next Gov Comm meeting will approve the document. **Action:** BC to share plan at the Board Effectiveness Day 13th March.
- 13.3. Sport Wales New Operating Model – papers circulated prior to the meeting commissioned consultancies to look at what sport looks like across Wales. 9 different operating models were identified option 5 how do we share services better

was identified as a way forward. FB with regards to the paper some of the bigger organisations had concerns regarding funding. Feedback from partners would be welcomed by SW. TM is there a timescale for completion FB next step email to go out with end February deadline on feedback and in person meeting 22nd March for CEOs. Would move to foundation status have an impact on funding. FB stated that the foundation process should continue. **Action:** FB to get further information from SW and feedback to BC/TM. **Action:** CEO/Chair to undertake work on the document on behalf of the Board. SP CW wasn't one of the NGBs who were consulted, hope to see our feedback is welcomed.

13.3.1. Sector Resilience Options Paper 12-24

13.3.2. Appendix 1 – Case Reviews

13.3.3. Appendix 2 – Partners' Future Considerations

13.3.4. NGB Guide Notes

14. SUB COMMITTEE MINUTES – For Information

14.1. Gov COM 080125 – approved

15. AOB

Meeting closed 13:10

Signed:  Date: 
Dr Tim Masters, Chair

Board meeting dates for 2025 – venues to be confirmed; majority will be Cardiff, all of which will remain as 10.30am starts.

Tuesday 28th January 2025 (Sophia Gardens)

Thursday 13th March 2025 Board Effectiveness Day (Venue TBC)

Tuesday 29th April 2025 (Sophia Gardens)

Thursday 17th July 2025 (Gwersyllt Park CC)

Tuesday 21st October 2025 (Sophia Gardens)

AGM – TBC November 2025 6:30 pm Zoom

Tuesday 2nd December 2025 (possible Teams)

Board Review & Appraisals to be conducted Autumn/Winter 2024 /25

