



**MINUTES      FOR A CRICKET WALES BOARD MEETING TO BE HELD AT 10.30AM  
ON 29<sup>th</sup> April 2025  
Sophia Gardens**

**Attendees: - Tim Masters (TM); Barry Cawte (BC); Sue Phelps (SP)**

**Colin John (CJ); Chris Last (CL); Jo Holley (JH); Mark White (MW) item 12; Mark Frost (MF) item 13; James Allen; Dan Cherry (DC)**

**On Line:**

**Carl Alexis (CA); Huw Morgan (HM) left at item 11; Neil Pearson (NP); Samara Afzal (SA); Emma Williams (EM)**

**Minutes: - Sandie Keane**

1. WELCOME
2. APOLOGIES FOR ABSENCE Sohail Rauf; Fay Benningwood; Andy Fairbairn
3. DECLARATION OF INTERESTS - none
4. TO APPROVE THE MINUTES OF THE CRICKET WALES BOARD MEETING HELD ON 13<sup>th</sup> March 2025 – approved
5. MATTERS ARISING
  - 5.1 SGM held on 27<sup>th</sup> March 2 attendees. Total of 91% of vote received, all who voted were in favour of move to foundation approved. **Item 13** verbal update from MF
  - 5.2 Operating model – there were 3 higher scoring options for this, continuing to work on back-office functions, do none of the options, and shared leadership. Individual sports shared conversations around sharing resources. BC core message should not be around driving efficiencies, pressure applied by Governing Bodies to review funding model. If funding comes into this area SW should reach out to direct funding in the future. DC attended meeting with CEO of SW recently to discuss how cricket can be involved with development locally, there will be ongoing conversations on future developments.
  - 5.3 Strategy change minutes under item 6.11 30<sup>th</sup> April submission date was 13<sup>th</sup> April.
6. NOMINATIONS – To approve appointment of Dan Cherry as Glamorgan Representative

- 6.1 Relationship with Glamorgan is developing. BC felt that the CEO from Glamorgan should mirror the position he holds on Glamorgan Board. DC will be able to update CW moving forwards. BC is not involved in Glamorgan's subcommittees. This appointment is seen as a positive message with the launch of the joint strategy. Gareth Ress has passed on his regards to the Board for their support. Nom Com confirmed the appointment, and Dan Cherry was appointed as a Trustee. **Action:** approved. There is now a gap on Finance Committee which will need to be filled, Board asked to inform Chair if interested.
7. CHAIR'S REPORT (Verbal) – for information
- 7.1 ECB AGM Tuesday 13<sup>th</sup> May. Recreational Cricket Boards / Foundations in Professional Counties are not formal members of the ECB and do not get a vote. Also a number of Panel discussions on the day.
8. CEO'S UPDATE - paper attached for information
- 8.1 Report circulated prior to meeting. Key points to note £50K EDI funding received which will enable CW to target funding in the future with this specific area.
- 8.2 Highlight the launch of National Girl's League.
- 8.3 Funding – unsuccessful in the Game Changer Fund, discussions underway on membership system are still ongoing. JH why short date for game Changer Funding, BC stated ECB moving to get grass roots projects over the line at the end of the financial year.
- 8.4 SP highlighted the training programme has improved staff skills but wondered what a Micro Aggression is. It is an indirect, subtle or unintentional act of discrimination to a marginalised group. BC discussed the ideas behind the training programme. BC recently attended training where other bodies are not represented. **Action:** Item 5 SK to chase Board members to complete Anti-discrimination Training. EW asked for data on the amount of Women's teams in the league to ensure consistency coming through. **Action:** MW to produce data.
- 8.5 Item 9 table cricket festival – it was great to watch the participants and thanks to the team. BC stated there is a potential opportunity to work with table tennis on future events.
9. SAFEGUARDING –for information (BC) – included in CEO report
- 9.1 BC stated there was an ECB Safeguarding meeting in December, where CW met all the Safeguarding criteria, but highlighted the fact that CW are not compliant with the CPSU. One of the recommendations was to set up a Safeguarding Officer role 5 days a week. Designated Safeguarding Lead role was made redundant and this process has been concluded. Existing DSL declined new role. Advert to go out for full time roll. CW are improving communications between ECB/CPSU. CW will need to meet the outcomes by October to agree condition of funding from SW. SP has there been more demand on staff? Glamorgan have supported with training.
- 9.2 DC updated on Glamorgan position, their Safeguarding Officer has tendered his resignation, and they are advertising for a 3-day week, interviews next week. BC highlighted the work needed on developing relationships moving forward. CJ salary expectations are at a premium rate, DC bench marked against other governing bodies. BC confirmed CW salary will be in line with other County Boards.
- 9.3 Thanks to board for time on CPSU training last night. **Action:** Once new Safeguarding Officer is in place board need to discuss the potential implementation of Safeguarding Committee.



9.4 ECB Safe Hands Policy – **Action:** for Board to re-adopt the Policy and toolkit.  
Approved Board adopted the ECB Safe Hands Policy.

10 FINANCE (CJ) – paper distributed prior to the meeting

- 10.1 First Draft Exp Acc March 2025 – (CJ) paper distributed prior to the meeting for approval
  - 10.1.1 Circulated draft income expenditure, still some costs coming in which means the final expenditure will be updated. Paper went to the Finance Committee who approved. CJ highlighted the reserves deferred income from ECB it was agreed not to release until the suggested 10-year plan was put in place 25/26.  
**Action:** Board to approve accounts to March 2025 - approved
- 10.2 Bal Sheet Mar 2025 – (CJ) paper attached for approval - **Action:** Board to approve - approved

11 FINANCIAL PLAN UPDATE – (BC) Paper attached for approval

- 11.1 CW 10-year Forecast – in light of the drop in SW funding a paper was created to support the 10-year plan. Staffing structure will increase over the following few months and spend down reserve position. If CW don't do anything CW could struggle with funding moving forward. In line with our vision for sport the CEO created a 10-year plan to cover funding losses. In order to deliver strategy will need to appropriate staff structure as outlined to Board at meeting on 13<sup>th</sup> March. Pathway also loses CW income, with this in mind the future of the Pathway has been discussed and there is ongoing conversation with Glamorgan. By the next Board meeting in July there will be a presentation on the future of the Pathway presentation.
- 11.2 The financial plan projects that increase in staff costs will be met by financial savings on the Pathway
- 11.3 Two areas are targeted for growing income. Firstly, the move to Foundation will allow CW to investigate future funding revenue. MF is attending training on how to create relationships
- 11.4 Secondly. A CRM system and membership management needs to be implemented to bring cricket into the digital age. Quotes for digital systems have been included in the plan. The system will help drive revenue and can be used to identify KPIs and reporting. There will be future opportunities to drive other avenues of funding for the sport.
- 11.5 BC stated that the appointment of the Finance Officer will enable improved financial management and control internally and being will allow CW to forward plan along will allow efficiencies to be identified and implemented.
- 11.6
- 11.7 Nominal revenue from affiliation fees. Finance committee discussed the plan and agreed with a lead in time to put the plan into place. BC thanked CJ for his support on the tight timelines SP asked what the projected funding would be after WG elections next year. BC updated the board that there will need to be change put in place and SW has not mentioned anything. DC highlighted the work cricket is doing with Cardiff business and local Government **Action:** Board are asked to note the 10-year budget. **Approved**

12 STRATEGY – MW introduced the joint development video on the strategy which will sit on the microsite. The **Welsh Way** will highlight how cricket will be played across the whole of Wales. MW demonstrated the microsite created with Creo and highlighted the strategy and how CW can update with progress made. The microsite links directly with

Glamorgan's strategy. BC stated it is a live document, and Board can be included in the microsite. Strategy submitted to ECB with final presentation on 11<sup>th</sup> June to ECB.

- 13 CRICKET FOUNDATION – Verbal update (MF) 91% votes at the SGM. Broad and comprehensive documentation has been completed for the move to a Foundation. Directors need to sign final documentation for submission. Charity Commissioners then need to deliberate. Sources of income moving forward are being investigated and the strategy/video will highlight the passion cricket are creating. **Action:** on-line board members are asked to send J-Peg of wet signatures for the document to be sent to the Charity Commission.

- 14 FEEDBACK – BOARD EFFECTIVENESS DAY (JA) papers attached for information

- Board Effectiveness Feedback James Allan fed back from the day. Areas for incremental changes are as follows
- Board to find time to be more strategic
- Information sharing/labelling of documents
- Meetings move on-line for routine business
- Continue focus Business Board, not cricket Board
- EDI – commitment is strong, think about perception and optics to external audiences and not to jump too quickly on the transition.
- Staff relationship – came across well on the day
- The board is effective, but could the board add more value. When new board members are appointed think about the induction process.
- BC governance improvement plan – taking the point forward of Gov Comm will approve and bring to the Board.
- BC confirms Board are a high performing Board CW should take report to highlight this through communication with sports funders.
- SA stated CW should consider an EDI Advisory Board with Non-Exec members of the Board feeding back into the Board. May be a way to link with Glamorgan.  
**Action:** existing EDI committee to meet to discuss the evolution of the group. EDI could become a standing item on the Board Agenda. **Action:** TM/SK  
Finance/Governance could move to on-line sessions.
- Rec Game Directors embedded in the game who feed back to the Board and relevant cricket items come to the Board when needed. Duty of the Directors/Trustees is to the Board.

- 15 SPORTS WALES REPORT – paper attached for information. End of year accountability meeting has been held with SW.

- 16 SUB COMMITTEE MINUTES – For Information

16.1 Gov COM 310325 – approved

- 17 AOB

17.1 Butetown Cricket Day – 1<sup>st</sup> May

17.2 WSA – joint award nomination

Meeting closed 13:05

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

Tuesday 29<sup>th</sup> April 2025 (Sophia Gardens)

Thursday 17<sup>th</sup> July 2025 (Sophia Gardens)

Tuesday 21<sup>st</sup> October 2025 (Gwersyllt Park CC)

AGM – TBC November 2025 6:30 pm Zoom

Tuesday 2<sup>nd</sup> December 2025 (possible Teams)

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

Signed: T.E. Masters Date: 17/7/25

Dr Tim Masters Chair