



MINUTES of the MANAGEMENT Board Meeting 0124



held on 24th January 2024 7:00 pm
at Trojans FC

Those Present

President	E. Neville
Deputy President	D. R. Hornblow
Executive Director	J. Greenslade
Finance Chair	R. D. Showan
Game Development Chair	R. Matthews
Club Development Chair	S. Benson
Manager of Club Hampshire	D. Dunn
Clubs Representative Club Development	W. Hausen
Clubs Representative Games Development	N. Whittle
CB Relationship Manager	A. Cottingham
Admin Officer	G. Leprohon

Meeting Opened 7.00pm

1. Apologies for Absence: -

Management Board Chair	G. Self
RFU Council Representative	T. Burwell

2. Minutes of previous meeting

Agreed as read

3. Club Development – SB



Report of chair of
club development c

The next meeting is on Monday 22nd April 24.

Actions:

Office to cancel February meeting with Trojans FC

4. RFU Update – AC

There are two drop-in sessions in January (agenda below), JG has advised the relevant people regarding the break out groups.

These meetings are via zoom, the slides as well as the recording of the call are available on the CB Portal.

<u>Agenda Item:</u>	<u>Descriptor:</u>	<u>RFU Lead:</u>	<u>Suggested attendees from CBs:</u>
Welcome & CB Best Practice	Gloucestershire RFU will share their innovative work, focusing on successful CB volunteer recruitment. They will outline the steps taken to recruit new CB volunteers; the advertising, application & integration process.	CBRM Gloucestershire RFU	
Breakout Rooms:			
1. Women & Girls	Focused on Girls recruitment and retention, including girls registrations.	Clare Cooper (Growth Manager – Women & Girls)	CB W&G / Girls Development Leads
2. Safeguarding	Updates on Club/CB/RFU communication and general Q&As.	Viv Rimmer (Head of Safeguarding) Jamie McDermott (Safeguarding Quality Assurance & Development Officer)	CB Safeguarding Managers Assistant CB Safeguarding Managers
3. Inclusion & Diversity	<u>2023 Community Rugby Inclusion & Diversity Survey Results.</u> In October 2023 we launched the fourth Community Game I&D Survey. Many of you will have contributed to this and in the session we will talk through the results and trends seen across the data this year, and how this insight will be used to shape the work we do going forward.	Jatin Patel (Inclusion & Diversity Director) Marissa Lowe (Inclusion & Diversity Officer)	CB I&D Leads
4. Adult Male Recovery – CB Funding	AMRF Half Year review: This breakout is for any CB that has received funding from the Adult Male	Dave Livesey (Player Retention Manager)	CB Personnel involved in delivery of AMR Projects.

	Recovery Fund. It will be a chance to update on progress so far, share good practice on what has gone well and discuss any challenges you are facing.	
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There is a CB Discipline self-audit, the deadline is 3rd March, NM and DC in Discipline are doing this work.

The RFU Council Rep position is up for voting this year and TB wishes to stand for his third and final term with the Boards agreement. The Board fully supports TB, all agreed.

5. Club Hampshire - DD



Club Hampshire
Report Jan 2024.docg

There was a discussion about the fixtures. As it stands two of the U20s fixtures will clash with Papa Johns' fixtures.

The office will contact Somerset regarding a possible Double Header fixture, Senior men playing Kent and the women playing Somerset on the 18th May. DD would like to use this opportunity to invite age grade coaches to watch to games and have a lunch.

There was a discussion about the senior development game, this has been postponed due to outstanding games across Hampshire and Sussex.

RM and AC will discuss arranging a fixture in April/May. Surrey has shown an interest in being involved.

EN has been in contact Martin MacTaggart, RFU player pathway officer, regarding with discrepancy between U18 Boys and U18 Girls. Development pathways after finish of u-18s

As things stand once the County U18 girls' season has finished there is no other playing opportunity until the senior women and for the girls it could be a stretch without additional coaching.

There was a discussion about trying U20 girls, with games at Christmas and Easter, when players return from universities.

The armed forces may be interested in warm up games and also using the Senior Women set up to play warm up games.

EN and RM to discuss offline and the matter will be discussed at the Game Development meeting.

Actions:

Office to contact Somerset RFU regarding Women's fixture on 18th May

Game Development update – RM



Game Dev mins Oct
2023.docx



Targeted funding
application list Nov

The Targeted Funding bids were discussed and the Board agreed to add £210 from reserves. It was agreed feedback was essential whether good or bad.

The Vets Cup draw has been released by the competitions committee and has caused some problems due to delays.

Actions:

The office will email committee members about their objectives for the coming season.

6. Finance update – RDS



HRFU Accounts
June23 Drafts Final.



HRFU Budget and
Actuals Dec 23.xlsx



HRFU Pot Status
Dec23.xlsx

Finance Report Jan 2024

1. Accounts for the year ended 30th June 2023.

The accounts for last year are attached, and I am seeking approval for these Accounts to be signed at the meeting and then submitted to The RFU and FCA as usual. There are no material amendments to these accounts, which show a loss for the year of £9,857 for reasons already rehearsed in previous meetings. At least, having made a loss, we will not have corporation tax to pay!

2. Accounts for the six months to December.

I am also attaching the figures for the 6 months to 31st December 2023. As usual, Income is shown on the left with Expenditure on the right. The "Actual" figures for the year to date are shown in red. This also shows the "break-even" budget for the year. The accounts show a surplus for the six months of £7,392, but this is largely meaningless because there is relatively little expenditure in the first six months of the year, and I have time-apportioned the LRP income. And so, this will even out over the course of the season.

Our fixed costs of running the office and providing the administrative support (about £35K) are largely covered from the charges to clubs, the Associates' subscriptions, our bank interest etc, and the 25% of the LRP monies which we have previously agreed should be allocated to the office . No change.

We continue to have a healthy bank balance!! At the end of December, the bank balance was just over £199K, but creditors and monies held for future spending were just over £107K. A reasonably healthy financial situation, despite the loss for last year. Reserves now stand at £96K.

3. Pots Status

As I have explained in earlier meetings, we have "pots" of money earmarked for various "projects", which mainly explains why we have £107K in creditors or, more accurately, deferred income. A summary of the main "pots" status at the end of December is attached. There may be small adjustments to be made when Julie, Georgia and I compare figures!

Actions:

None

EN expressed his thanks to RDS for producing easy to follow and understand documents..

7. Executive Director update – JG



XD report Jan
24.docx

8. Succession Planning – GS/ED

EN will chat with GS re Presidential successor.

EN asked each committee chair to think about succession planning within their own committee.

There was discussion about the Committee Chair reviews and if they should happen. It was agreed that the reviews would be helpful and supportive.

Actions:

JG to approach GS about running the reviews this season.

9. AOB

RH asked if anyone was interested in CB bar tickets for 6 Nations game.

Virtual capability – the consensus was that the AFGM could be a hybrid meeting, technology allowing and will be held at Romsey.

The AGM Venue will be Fawley, office will approach them to host.

RM asked if we had all seen the recent social media post from HRR, JG said a note has gone out to all clubs re this.

AC mentioned the RFU dinner invite on 12th Feb, all felt it was important to go, JG will discuss with TB and GS. (EN not available)

DD mentioned that it was Trojans 150th Celebrations this year – and would it be possible to put out a team for a match on 27-4-24.
DD/RM to discuss.

It was reported that people had been getting phishing emails supposedly from board members. JG said to forward the email to - report@phishing.gov.uk

JG mentioned that Salisbury RFC yet another club wished to join as an out of county associate club to enter our youth leagues. This request will go to Game Development in February. It is a concern that so many clubs from D&W are wanting to enter our leagues as it will devalue the D&W leagues.

We have had a query about if we now affiliate to another Premier club since the London Irish demise. It was stated that LSCRA now do the U14- U16 Boys DPP and U18 academy which was London Irish. It was also noted that we do have an alliance with Harlequins for the girl aged 16+ Centre of Excellence.
It was generally agreed that we do not as a CB have to align with any specific premier club and clubs can approach who they want.

Meeting closed 20:30pm

Next meeting - 20th March 2024 at Trojans Paris bar 7pm.