

PRIVATE & CONFIDENTIAL

LAWN TENNIS ASSOCIATION LIMITED (“LTA”) COUNCIL

Minutes of the meeting held on Wednesday 14 October 2020 via Zoom Webinar at 10.30 am

Present

David Rawlinson (President).

Councillors

Ian Alexander, Rachel Baillache, Jamie Baker, Stephen Baddeley, Sara Bennison, Liz Bissett, Richard Blackburn, Andy Bradley, Francis Caldwell, Naomi Cavaday, Roy Colabawalla, John Copsey, Martin Corrie (Past President), Venetia Cottman, Lesley Cundy, Richard Cutler, Lord Davies of Abersoch (Chairman, LTA Board), Rick Denton, Lee Evans, Andy Fay, Jane Grey, James Grindell, Ian Haigs, Craig Haworth, Clare Hollingsworth, Louise Hutchinson, Nigel Jordan, Karen Keohane, James Keothavong, Robert Kerr, Claire Kinloch Anderson, Maureen Laffey, Steven Law, Chris Mansour, Jo Marks, Steven Matthews, Richard Palmer, Malcolm Peters, Mike Piper, Sandi Procter, Joy Robinson, Martyn Rock, Mark Sanders, Annie Smith, Richard Stoakes, Liz Sweeting, Sir David Tanner, Alison Taylor, Steph Trill, David Vinall, Adrian Waite, Brian Walton, Viv Wilson and Steve Winyard.

In attendance

Funke Awoderu (Inclusion & Diversity TDC Work Stream Lead), Richard Daish (Marketing & Commercial Director), Sarah Dorkings (representing Gloucestershire), Blane Dodds (Observer, Tennis Scotland), Abbie Lench (Head of Clubs, Counties & Volunteering), Scott Lloyd (LTA Chief Executive), Olly Scadgell (Participation Director), Simon Steele (Finance Director), Roy Staniland (Chair, Tennis Development Committee), Sheila Wall (PA to the President), Vicky Williams (People Director) and Pamela Woodman (Head of Legal).

Minutes

1. **Welcome and Apologies for Absence**

David Rawlinson welcomed everyone to the meeting.

The following apologies for absence had been received: Michael Angell, Simon Clarke, Barry Horne and Christine Windmill.

2. **Declarations of Interest**

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

3. **Minutes of Meeting held on Wednesday 26 February 2020 and of Briefing held on Wednesday 20 May 2020**

The minutes of the meeting held on Wednesday 26 February 2020 and of the briefing held on Wednesday 20 May 2020 were agreed as correct records.

4. **Matters Arising**

There were no matters arising not covered on the agenda.

5. **President's Report**

The President's Report included in the Council papers was taken as read.

David Rawlinson referred to the two recent Wimbledon Ticket Reform webinars which a total of 122 people had attended (excluding LTA colleagues). Between one and six people had attended from each organisation with an average of two per organisation. Every County, Tennis Scotland, Tennis Wales and the majority of directly affiliated organisations ("DAO") were represented, together with representatives from the LTA Board, Council, Past Presidents, Vice-Presidents and the AELTC.

He thanked those who had provided feedback and submitted questions, from which it was apparent that the majority of Counties are in favour of the changes. 175 questions were submitted covering centralised venue ballots; digital ticketing; County/DAO reforms, allocations and ballots; the LTA Suite and other general questions. As well as answering all the questions raised, more information will be provided on the process for nominating volunteers and on sponsorship agreements.

A copy of the FAQs document will be circulated to Counties/DAOs as soon as possible and David Rawlinson asked Councillors to refrain from asking any further questions at this stage until they had the opportunity to review that document. It was agreed that the link to the recording of the webinars, which had now expired, should be reactivated.

6. **LTA Chairman's Report**

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

7. **LTA Chief Executive's Update**

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

Scott Lloyd said that there will be a drop in the 2020 Wimbledon surplus and in income more generally given the cancellation of the LTA's major events. Early cancellation of the major events and other steps taken at an early stage to reduce expenditure had mitigated costs and resulted in a reduced net spend of over 20%. The tennis support packages had cost £7m, being £5m from the P&L account and £2m from the balance sheet, and a year-end loss is predicted at net reserves level. The LTA is in regular dialogue with the DCMS and the AELTC and the current thinking is that events in 2021 could be restricted in their capacity which will lead to a drop in the Wimbledon surplus; a Wimbledon held behind closed doors will result in little or no surplus. He added that discussions are taking place with the bank to secure an overdraft to help the LTA through the working capital scenarios over the next few months, secured against the LTA's current reserves.

He then gave a presentation on key insight measures covering the Executive Summary from August 2020 in respect of participation (yearly play continued to rise with monthly play stable); LTA reputation (which remained 33% higher than at this stage in 2019); tennis visibility; and tennis opened up (which had seen growth in all areas). He outlined the

prediction of participation levels throughout 2020 without Covid-19, the positive effect on participation from tennis being one of the first sports to resume in lockdown and the challenge of maintaining participation levels throughout the winter.

He referred to the latest Business Dashboard which had been included with the Council papers and which took into account some of the measures which, due to the impact of Covid-19, could not be recorded this year or were not relevant. He said that the protection of indoor courts was vital to maintain participation levels during the winter and the team was working hard with local government and the CITCs to ensure, as far as possible, that CITCs return to operating normally. In addition, there are a number of other key venues which support tennis and which are concerned as to their continued viability; it was vital to support our network of venues to ensure their sustainability moving forward.

He said he responded robustly to a number of misrepresentations in the press following Roland Garros (including specific comments made by Heather Watson in her post-match interview) and it was agreed to provide Councillors with a copy of the related article published by Sky Sports.

8. TDC Update

The comprehensive update on the activities of the TDC and its work streams included in the Council papers was noted. Olly Scadgell highlighted three key areas: Coach Engagement, Competition and County Governance.

He provided an update on LTA Youth training (delayed due to Covid-19) and encouraged Councillors to work with their regional team and Work Development Partner to promote LTA Youth Training to coaches in their local areas and to plan Coach Networking events. He thanked Stephen Baddeley and Merlin Van De Braam for their extensive work in this area.

He reported that work continued on the integration of Seniors Tennis GB activity within the LTA. The Competition Management System had been overhauled with 21,000 check-outs to date and the team had worked through the issues which had arisen. In place of the cancelled Winter County Cup, Counties are encouraged to arrange a friendly match with a neighbouring County. Once arranged, details of the Counties involved together with the venue, date, time and format to be used should be advised to the LTA by 2 November 2020.

He said that work had commenced on County Governance reform and the next step will be a comprehensive consultation exercise with Counties (and DAOs where relevant) to obtain their views on how best to develop a fit for purpose County Governance Framework, including reviewing and putting in place improvements in respect of County funding. More communication on the process for the consultation exercise will follow in the next few weeks.

Mike Piper said he considered a review on County finances was now a priority.

9. Council Updates

9.1 Play Your Way

Richard Daish provided an update on Play Your Way covering the objectives; demand creation; the barriers to overcome; investment focus; the impact of the campaign to date; and the campaign's positive effect on the vision to open up tennis by shifting perceptions, attracting larger/new/younger audiences, driving participation, achieving record interactions across social media and increasing the advocacy of our sport.

Mike Piper commented on the success of the advertising campaign in driving demand to Rally and asked that consideration be given to also directing people to club websites. Richard Daish agreed to take this suggestion into consideration.

9.2 Communications Project

Sandi Procter said that the purpose of the Communications Project was to review and improve the current practices of communications between the LTA, Councillors, County/Island/National Associations and other member organisations.

A paper setting out the 12 recommendations (with rationale and implementation status) is available on the new County Communications Hub to which Councillors will shortly receive a link. Counties are asked to organise their 2021 County meetings in accordance with the suggested meeting cycle within that document and Councillors are asked to feedback any comments on the recommendations to Richard Cutler.

Abbie Lench showed the meeting the new County Communications Hub which would house the County Resources Guide, an external communication planner, copies of the One Team Bulletin, the new County Services Communication (when it begins later in the year), Club and Coach Newsletters, TDC work stream updates and papers relevant to Counties.

9.3. Board Nominated Councillor Appointments

Vicky Williams updated Councillors on the recruitment process for the seven vacant Board Nominated Councillor positions which will be used to increase the overall diversity of Council. A small working group (on which she was joined by Rachel Baillache, Barry Horne, James Keothavong, Chris Mansour and Sandi Procter) had discussed and reviewed the role description and advertisement which will be put on the LTA website shortly and circulated to Councillors to forward on to anyone whom they consider might be interested in the role. She added that a six point Inclusion & Diversity Plan had been shared with the working group and she would seek to provide an executive summary to Councillors.

9.4. Councillor Contribution Review Process

A comprehensive paper included in the Council papers setting out the Councillor Contribution Review process was taken as read. The paper was supplemented by a webinar outlining the process, which had been recorded by members of the Council Nominations Committee and was available for viewing in advance of the meeting. Councillors are asked to feedback any comments on the format and usefulness of the webinar. It was noted that the next review process will be in 2022.

Sandi Procter said that Council Nominations Committee members will make a further round of phone calls with Councillors this year and two rounds of calls next year. In addition there will be a Council Effectiveness Review in 2021.

10. Venue Registration

A paper had been circulated in advance of the meeting and was taken as read. Council approved that subscription fees for LTA members be reintroduced for 2020/21 (year commencing 1 October 2020) at the rate of £200 a year, it being noted that the fees had been held at this rate since October 2010 with no fees collected for 2019/20 as a result of Covid-19.

The registration fees for associates were also approved by Council for the year commencing 1 October 2020 in accordance with the three venue registration packages set out in the Council paper.

11. Any Other Business

11.1 Meritorious Service Awards 2020

David Rawlinson said that nominations for 2020 Meritorious Service Awards were due by 15 December 2020; a nomination form and criteria for the awards will be circulated to Councillors following the meeting.

11.2 Actions Arising from the Meeting

David Rawlinson read out a list of actions which had arisen during the meeting. He said that a summary of the actions and key takeaway points will be circulated to Council shortly, the contents of which could be shared with respective management committees.

12. Date of Next Meeting

The next LTA Council meeting will take place on Wednesday 9 December 2020.

Scott Lloyd said that virtual Council meetings are shorter than when the meetings are held at the NTC because it was considered more beneficial for the content to be kept concise in this format. He noted that he hoped it was evident that colleagues are working hard to maintain and drive momentum and progression and he thanked Councillors for their ongoing support during these challenging times.

There being no further business, David Rawlinson thanked everyone for attending and closed the meeting at 12.05 pm.