

Minutes of a meeting of the Board of Directors Held on 25 November 2019 at the Coryton Village Hotel

Present: Steve Perks (Chair), Matt Newman (CEO), Bernie Plain, Nicky Lewis, Ron Odunaiya, Sue Alvey, Adrian Thomas, Charlotte Waite, James Williams (WA), Chris Jones (WA), Neil Emberton (Sport Wales) & Alan Currie (minutes).

1. Welcome and Apologies.

Apologies were received on behalf of Nick Hewitt. Chair welcomed all members to the final meeting of 2019.

2. Declarations of Interest

There were none.

3. Minutes of Previous Meeting

The minutes of the previous meeting (23 September 2019) were read for accuracy. There was an error in paragraph one, which should have read 'Equality and Diversity' not 'Diversion'. With that correction the minutes were accepted as a true record.

4. Matters Arising

4.1 The review of facilities at Deeside College is ongoing. The WA link with the college will be via Chris Moss. RO will contact CM to determine whether he can help in any way.

4.2 There is still a shortfall in Board membership. Specific roles of directors are to be ascertained.

4.3 The AGM was held at Llandrindod Wells on 26 October. There were no contentious issues. Proposals on the athletes' affiliation had been passed, the end of year accounts were accepted and the President was re-elected.

It was agreed that some lessons needed to be learned in relation to planning of future AGMs and the requirements for early communication. The final notification must be circulated 28 days in advance of the meeting and arrangements to comply with this requirement need to be made at an earlier board meeting than was the case this year.

There was some concern over a clash of dates between the AGM and certain athletics events. In a congested calendar some clashes are inevitable, but this item will be looked at.

5. Sport Wales Matters

5.1 Neil Emberton reported that the re-designing of the organisation is ongoing beginning with Heads of Service (Insight IT, Performance, etc). Three additional directorates have been proposed which led to the question of whether the board will be over-subscribed.

5.2 WA expressed concern over the delays by SW in confirming their resourcing model. This has a knock on effect on WA plans which are largely dependent on the new funding model. WA strategy operates on a cycle related to the Commonwealth Games. Previous deadlines have been missed and delays are frustrating attempts to plan ahead. NE was requested to seek a definitive timeline for a decision on implementation of the SW model, and an honest appraisal of its implications. NE then left the meeting.

6 Change in Leadership

MN, JW and CJ left the meeting while this item was being discussed.

6.1 For the past 4-5 years, MN has operated on a dual function basis as CEO of both WA and R4W. There is no indication in his contract as to what proportion of his time he should allocate to each role and this has varied from 50/50 to 60/40 and sometimes 70/30 as the activities of R4W have increased.

6.2 As R4W is now taking on other events, it was felt that the present arrangement is unworkable and the time is right for change. MN indicated his readiness to resign as CEO of WA and operate full time as CEO of R4W. The implications of this move and the necessary course of action were then debated by the Board.

6.3 On acceptance of the resignation of MN it would be necessary to appoint a replacement. While WA and R4W are separate organisations they are inter dependent and there is a need to maintain a constructive relationship, but the role envisaged would not be the same as that which applies currently. Therefore there are some matters which would need to be resolved, such as the job description and appropriate level of remuneration for the new CEO. In establishing such remuneration it could be useful to compare with similar



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positions in outside organisations. Nick Everitt should be asked to review salary levels.

Any legal implications would also have to be taken into account and it will be necessary to involve the HR consultant. There are likely to be changes made to the Articles of Association.

6.4 After some discussion the following proposal was made:

a) On receipt of a written notice of resignation from MN, this be accepted to take effect on 31 December 2019.

b) JW be appointed CEO on an interim basis, effective from 1 January 2020. The term of this appointment to be 6 months with the possibility of extending to cover the summer season. During this period there is likely to be some internal re-structuring as a result. JW would be given the freedom to negotiate on behalf of WA.

c) In June 2020 the position be advertised both internally and externally. An appointment panel is to be established which would include a representative from Sport Wales.

d) Communication is important and it will be necessary to inform the WA staff and the WA President and to place the information on the WA website. It was agreed that the staff meeting will take place on Monday 2 December at 10.30 am. MN and SP will compile a joint statement. A press release will be drafted by MN, with assistance from JW. The Board and Trustees of R4W are fully aware of the situation.

THE BOARD APPROVED THE ABOVE PROPOSALS

7 Competition Structure

The new competition structure outlined by JW at the previous meeting has been shown to T&F Committee and was discussed further. The points raised previously were re-iterated and additional supporting statistics provided. Some analyses have been made on participation levels by gender, event, age group, etc. and these could be monitored annually. It was felt that the changes could lead to a greater degree of retention of young athletes into the senior levels. There is not likely to be any significant change for 2020 but changes could be gradually implemented in the following years. There is a need to contact all clubs on this matter in the very near future.

8 Updates and Reports

All reports had been circulated in the agenda package. The following points were made:

At the recent World Para Championships the GB team had achieved excellent results. Ryan Spencer-Jones was heavily involved in this event. He is now working in preparation for the Commonwealth Games of 2020.

Nick Everitt has made an outstanding contribution to the finance committee.

A presentation has been made on the Athlete Support and Pathway programme.

The Chairs of R4W and WA have held a joint meeting. This did not involve the R4W trustees.

The AGM of Welsh Schools will be held on the weekend of 30 Nov/1 Dec. The WS constitution is in need of updating.

Anglesey has applied to host the Island Games in 2025. The athletics events will take place in Bangor as there is no track on the island of Anglesey. Discussions are ongoing between Anglesey and Bangor Councils on financial considerations, while Sport Wales will provide some funding.

9. Correspondence

None was received.

10 Any Other Business

There were no items of any other business.

In closing the meeting, Chair SP thanked MN, retiring CEO, for his contribution over the past 12 years and wished JW every success in his new post.



In response MN said that he had attended 62 Board meetings. He thanked all directors for their support and said he would always take an interest in the fortunes of WA.

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11 Date of Next Meeting.

The next meeting of the Board of Directors will be held on Monday, 27 January 2020. Venue to be determined.