

LAWN TENNIS ASSOCIATION LIMITED (“LTA”)

COUNCIL

Minutes of the meeting held on Wednesday 11th December 2024 at The National Tennis Centre, 100 Priory Lane, Roehampton, London, SW15 5JQ at 10.00am

Present

Sandi Procter (President)

Voting Council Members

Graeme Adams, Ian Alexander, Bridie Amos, Stephen Baddeley, Elizabeth Bissett, Heather Bottomley, Andy Bradley, Simon Brand, Naomi Cavaday, Yasmin Clarke, Anne Clayton, Roy Colabawalla (Deputy President), John Copsey, Venetia Cottman, Ash Cudlipp, Richard Cutler, Jonathon Dawes, Rick Denton, Blane Dodds, John Doe, Andrew Farnworth, Keith Gill, Jane Grey, James Grindell, Malgorzata Grzyb, Richard Johns, Simon Johnson, Simon Jones, Anne Keothavong, Ben Knapp, Sarah Langford, Judith Loffhagen, Chris Mansour, Paul Marks, James Marsalek, Garry Morris, Adrian Packer, Shiv Paul, Mike Piper, David Rawlinson, Steph Trill, Peter Vann, Phil Veasey, David Vinall, David Walrond, Julia Waters, Christine Windmill, Steven Winyard and Julie Wych.

Alternates for Voting Council Members

Roger Alson (Representing Robert Creswell for Cumbria)

Martyn Rock (Representing Ron Allan for Staffordshire)

Hannah Ward (Representing Simon Clarke for Wales)

Marina Watkins (Representing Mike Thomas for Cornwall)

In attendance

Non-Voting Council Members

Rachel Baillache and Sir David Tanner.

Others

Jon Hughes (Director of EDI and Customer support) for item 6, Scott Lloyd (Chief Executive), Jenny McAneny-Vincent (Head of Competition) for item 7, Olly Scadgell (Managing Director – Tennis Development), Merlin Van De Braam (Head of Coach & Official Development & Support) for item 8, Alyx Wilde (minutes), Vicky Williams (People Director) for item 6 and Pamela Woodman (Head of Legal).

In attendance (as observers)

Peter Bradshaw, Nick Bonnelo, Fiona Jones, Tina Manning, Kate Maurici and Ola Obara.

1. Welcome, Apologies for Absence and Declarations of Interests

Sandi Procter welcomed everyone to the meeting, including four alternates.

Apologies for absence were received from: Ronald Allan, Simon Clarke, Robert Cresswell, Nigel Jordan, James Keothavong, Joanna Marks, Alison Taylor and Michael Thomas.

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

2. Minutes of the meeting held on 2 October 2024 and Matters Arising

The minutes of the meeting held on 2 October 2024 were agreed as a correct record. Clarification was provided around item 9.1 Commercial Partnerships – Olly Scadgell clarified that there are changes that have been implemented for 2025, with further planned consultation through 2025 in respect of further changes in 2026.

There were no matters arising not covered on the agenda.

3. LTA Chair's Report

The Chair's report circulated in the Council papers was taken as read.

4. LTA Chief Executive's Update

The Chief Executive's business update included in the Council papers was taken as read. Scott Lloyd expanded on several items from his business update including the recently launched ITF Global Tennis Report revealing that Great Britain is at the forefront of a global rise in participation and has the highest percentage of population playing tennis of any of the 199 nations who contributed to the ITF report.

The success of Davis Cup and Billie Jean King Cup was highlighted. The Manchester Group Stage Finals finished with a record audience on the final day, with just over 15,000 attendees and spectator satisfaction for the whole event was up at 85%. The GB Billie Jean King Cup team reached the semi-finals of the competition for the second time in three years. We are now waiting for the 2025 draw to be made for our qualifier in April.

Scott Lloyd then answered a number of questions on County level audits, strategic pillars, the ITF Global Tennis Report and Padel tennis.

5. Corporate Governance

5.1 Member-Nominated Councillors – Recommendations from Nomination Committee (for approval)

The paper included in the Council papers was taken as read. Upon the recommendation of the Nomination Committee, the Voting Council Members approved the appointment of the following as Voting Council Members with effect from 1 January 2025 for a three-year term of appointment (unless replaced/removed earlier):

Blane Dodds
Simon Johnson
Simon Clarke
John Doe
James Grindell
Matthew James*
Justine Lorna Manning*(known as Tina)
Jane Grey
Nicholas Willam Bonello* (known as Nick)
Fiona Scott Jones*
Peter Bradshaw*
Elizabeth Victoria Bissett (known as Liz)
Jacqueline Robinson* (known as Jackie)
James Marsalek
Sarah Langford

* indicates a new nominee who is not currently and has not been a Voting Council Member

6. Transgender and Non-binary Individuals Policy

Jon Hughes and Vicky Williams joined the meeting.

Jon Hughes joined the meeting to provide an outline of the LTA Transgender and Non-Binary Individuals Policy along with the reasons for it. Councillors were asked to share details with their Associations which can be found on the LTA website. If any questions arise, people are encouraged to look at the supporting materials and policy document online.

In response to a comment about being unsure on the position with 'local leagues', it was clarified that County and district leagues sanctioned by the LTA – i.e. where teams from local venues play each other – are Specified Competitions and hence the restrictions in the Policy will apply.

LTA Local Tennis Leagues is a specific LTA owned and delivered product, largely played in park venues, which is built on level-based play, enabled by use of the World Tennis Number. This is played by individuals and is explicitly inclusive for transgender and non-binary players.

Jon Hughes and Vicky Williams left the meeting.

7. DTAG update

Olly Scadgell summarised the 2025 workstreams and LTA Leads, updating that Deputies are being considered and a decision will be made shortly. Initial thoughts on the areas each workstream will cover was provided in the pre-Council reading.

Post the meeting an online form link will be circulated to all councillors asking them to complete, whether they wish to take part in DTAG at all, and where they see themselves most likely adding value. The deadline to complete the form is 20 December 2024. Leads will inform the potential members of their workstreams by the end of this month, with work on defining objectives, and agreeing how they will be measured and monitored to begin in the New Year.

Olly Scadgell introduced the County Competitions workstream.

Workstream: County Competitions

Jenny McAneny-Vincent joined the meeting.

Jenny McAneny-Vincent took everyone through the review of the competition landscape and development of the competition plan for 2025-2029. Jenny McAneny-Vincent and Ian Alexander facilitated discussions on what the culture of competition means to individuals, alongside feedback on emerging priority tactics, highlighting the top five tactics that individuals felt were a priority to them. The focus of 2025 is to implement the new plan and get the strategy in place, with five new objectives in place to monitor the impact.

The meeting was adjourned for a lunch break and then reconvened after lunch.

8. DTAG Workstream: Coach Engagement and Support

Merlin Van De Braam joined the meeting.

Merlin Van De Braam covered the four recommendations for coach engagement and support workstream, highlighting the actions for counties requests. A workshop then took place to discuss and feedback on the suggested 2025 objectives, councillors were asked to comment on the suggested definitions provided, feedback on resources available and provide examples of where the venue coach relationship is working well and to outline the reasons why.

9. LTA President's Summary and discussion

The President's summary included in the Council papers was taken as read. Sandi Procter gave a presentation covering her recent activities including the ITF AGM in Hong Kong, attending the Shrewsbury for the ITF W100, county cup winners, Inspire meetings, chair forums and councillor check-ins.

Our Council plan for 2024 was summarised. For our 2025 plan we aim to largely focus on areas like showing appreciation, networking and sharing good practice, cascading information, using resources, working with Heads of Delivery and inclusion.

A discussion took place on the 2025 draft council plan and councillors were asked to vote out of 10 for importance

on each action. For our 2025 plan we have added two new areas of focus - sustainability and recruiting volunteers.

Sandi Procter reminded councillors of the new Member Organisation Registration Portal and asked everyone to send the name and email address of the person(s) completing the portal to Iain Lancaster.

10. Councillor and Organisations Awards

Sandi Procter welcomed Scott Lloyd to read citations and present gifts to the 2024 councillor and organisational award winners.

Award winners were Steph Trill (Teamwork), Keith Gill (Inclusion), Julia Waters (Passion) Heather Bottomley (Integrity) and Malgorzata Grzyb (Excellence). Middlesex and Cambridgeshire won the Organisation Awards.

11. Presentation to leaving councillors

Sandi Procter welcomed Roy Colabawalla (Deputy President) to present gifts to retiring Councillors. Councillors retiring in 2024 were Christine Windmill, David Vinall, Stephen Baddeley, Andy Bradley, Simon Jones. Sadly James Keothavong, Joanna Marks and Alison Taylor were unable to attend the meeting.

12. Any Other Business

Sandi Procter read out a list of actions which had been noted during the meeting and confirmed that a summary of the actions and key takeaway points would be circulated to Voting Council Members shortly, the contents of which may be shared with respective management committees.

13. Conclusion of Meeting

The next Council meeting (KIT call) will take place on Wednesday 15 January. The next in person meeting will be held on Wednesday 26 February 2025 at 9.30am and finish at 3pm.

There being no further business, Sandi Procter thanked everyone for attending and closed the meeting at 2.50pm.

Signed ...S.Procter..... Date...26 February 2025