



## Board Basketball England

### 77<sup>th</sup> Annual General Meeting Minutes

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**Date:** 1 September 2018 17:00

**Location:**

Peter Craven Suite,  
Belle Vue National Speedway Stadium,  
Kirkmanshulme Lane,  
Manchester,  
M12 4WB

**Present:**

**Chair-** Clare Wardle  
**CEO-** Stewart Kellett  
**Company Secretary-** Victoria Jones

**Board members present:**

Nicky Shaw (NS)  
John Letizia (JL)  
Russell Bell (RB)  
Jason Seiken (JS)

**Apologies:**

Steve Bucknall (SB)  
Abi Cohen (AC)

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#### **Welcome from the Chair**

CW gave thanks to all those attending

#### **Overview**

The CEO gave an overview of key events during past year highlighting the office move from Sheffield which required a lot of energy and resilience.

SK stated that Basketball England is one of the first NGBs to talk to Sport England about our financial sustainability which has culminated in a financial sustainability plan. The plan documents the need

for the organisation to generate additional sources of revenue to reduce reliance on grant income going forward.

The CEO talked about Basketball England's partnership with the NBA for the Junior NBA initiative but also stressed that the sport needed to get into a stable state for further stakeholder engagement like this.

SK confirmed Basketball England had provided the British Basketball Federation (BBF) with an additional £150k in 2018/19 to support the running of the GB teams and affirmed BE's support for this.

SK gave special congratulations for the medal success of the Women's team at the Commonwealth Games and recognised the hard work and efforts of both the players and staff for both the Men and Women's teams.

The CEO referred to the recently released strategic plan and explained it was an organic, living document which will continuously change and develop.

SK introduced the Basketball Development Model (BDM) by making reference to Trevor Brooking and the FA.

The CEO explained that Basketball England's strategy has a 6-year vision which is aligned with the government agenda on social impact. He recognised that these were ambitious targets but explained that this was intentional to motivate and drive the sport to succeed.

SK outlined the player pathway as a comprehensive yet concise mapping of how children move up the talent progression ladder through to life-long participants and masters.

The CEO recognised there is a void around schools' basketball but made reference to the already piloted initiative of SlamJam.

Finally, SK recognised that communication between BE and its membership needed to improve going forward and highlighted the need for everybody to work together in the best interest of the sport to aid its progression.

The Chair thanked Stewart for his address to the audience.

CW introduced Maurice Watkins as the new Chair of the BBF. Maurice introduced himself to the audience and said he was looking forward to his future with Basketball.

## **Questions**

The Chair explained that Basketball England had received a number of questions sent in advance of the day. CW read the questions aloud:

### Questions received from Betty Codona (BC)

1. CW- Could you describe the current BBF and HCA's structure and how it works and give a brief history of how it came about and who represented England Basketball (as it was then) at the meetings to agree and introduce the new structure?

CW- The BBF is the national governing body for basketball in Great Britain. We are working together to improve the working relationship between this body and the three home nations of England, Scotland and Wales. Nicky Shaw has been our most recent representative as Basketball England.

2. CW- Who has overall responsibility for the GB Performance Programme and what is BE's responsibility with regard to the GB teams?

CW- Mark Clark and the BBF have overall responsibility for the GB Performance Programme and the GB teams.

3. CW- The recent results at the European Championships (particularly in relation to the girls/young women's programmes) are witness to the failure of the Performance Pathway as administered by BE over the last few years. How are you recognising and addressing this failure?

CW- The fantastic victory of the women's team getting a silver medal at the commonwealth games in April suggests this is not always the case. The disparity between male and female participation and development has existed for many years. Basketball England are looking to launch our Women's and Girls campaign very shortly.

4. CW- The parent of a girl, developed by my club who played in both the GBU20 and U18 teams, has asked me why he had to pay nothing to the U20 programme while he had to pay £300 to play in the U18 programme. I was unable to explain it. Can you provide the answer to this question?

CW- The GB age group teams are run by the BBF and not Basketball England.

5. CW- Why were 2 Academies allowed to take their teams to a tournament abroad which clashed with the GB U18 team programme thus reducing even more the already small talent pool available at this age. CW

CW- We expect that our close working relationship with the BBF under new regime will improve things.

6. CW- Why has there been no response to the concerns certainly expressed by girls' clubs over at least the last 12- 15 months about how the current academy system is undermining clubs?

CW- We support any alliance between clubs and academies as they are both valued facets of the game. These institutions should not be in competition with each other and should work together to grow participation within the sport.

BC- I don't feel that this answer gets to the route of the problem. The issue is managing the academies in such a way that they don't impact on clubs

CW- advised BC to contact Mark Clark on the issue

Russell Levenstone (RL)- proposed the idea of an annual calendar to ensure clubs are at the heart of Basketball in England and put in the hard work. Basketball needs a national team calendar for work planning.

SK- clubs are at the heart of what we do. Agreed to investigate a calendar documenting key dates

Gail Richards (GR)- FIBA set the dates for GB tournaments and so communication with BBF is required to resolve this

William Baxter (WB)- stated that academic institutions were taking teams abroad and BE were facilitating the competition between them and clubs

BC- the solution is to not let academies play in the national leagues but rather have them play in academy leagues instead.

Matt Newby (MN)- highlighted the women's game aren't prepared for academies and so we need consultation on how national leagues can work alongside academies

CW- we will pick this up alongside our women's and girl campaign

SK- we can discuss this at the academy meeting

Angela Griffin (AG)- players ultimately have the choice of whether to go to clubs or academies

John Letizia (JL)- it is a huge issue in London, and agreed for BE to look into this

MN- people who are bringing girls into the sport are clubs and this should be respected. Highlighted that we need to get girls into the sport earlier and pathway review is required.

CW- we will pick this up alongside our women's and girl campaign

7. CW- Independent Directors have not been positive additions to Basketball over the last 5 years having taken nearly £300,000 out of the sport as 'consultants' including £50,000 passed over to Alan Heye during your administration. What exactly did he do for this money? I do feel much more positive about the two new Independent Directors who both have basketball backgrounds.

CW- Independent directors have played a very important part in the organisation in recent years. Their presence is insisted by the UK Code for Sports Governance to provide strategic guidance for the organisation. The directors who were paid were not independent directors at the time of employment.

8. CW- With regard to women and girl's basketball it is in the worst position I have ever known in the 50+ years I have been involved and I have spoken with the CEO about this a number of times. He received my comments/suggestions very well and made many promises including 3 very specific actions he would make happen. None did! How do you expect anyone to have confidence in the leadership when this is the way it operates?

CW- expressed her disagreement with this statement given the Commonwealth Games success. We are currently in the process of developing our women's and girl campaign which is outlined in our strategy document. We will be working extensively in the coming year to launch and develop this campaign as we recognised its importance. We already have meetings scheduled with Sheffield Hatters and Sport England to discuss this in coming weeks. We are collaborating with the WBBL clubs too.

9. CW- At the moment everyone is aware that there is a large groundswell of discontent within the membership which has resulted in an attempt to include a Special Resolution at the AGM. This was denied quoting that it did not have the 5% of members' votes for it to happen. Our advice was that it did not need 5% for it to be included on the Agenda so why was it refused and why would an honourable Governing Body not accept the challenge which was presented to them and which included names of respected, long serving members of our sport?

CW- All requirements of how to impose a vote of no confidence are set out in the Companies Act 2006. This motion was taken very seriously, and we have offered the signatories of the document a chance to meet and discuss their issues. However, the vote of no confidence remains a largely unpopular opinion with such a small percentage of the membership signing the document. We felt it was unnecessary to include an unpopular opinion on the agenda

10. Is the Chair and Board aware that because I have been involved in the Challenge to the current leadership I (and others involved) have been the subjects of malicious and slanderous remarks where as we have attempted to avoid this becoming a personal issue.  
CW

CW- Join the club, myself and other staff members and Basketball England have received our fair share of malicious remarks. Basketball England as an organisation have had to make some very difficult decisions over the past year. Because these decisions have been difficult, a minority of people in the Basketball community have had a tendency to get personal. We do not condone this behaviour and find it unacceptable. We need to learn how to move on and work together once a decision has been made.

#### Questions received from John Collins (JC)

1. CW- The Chief Executive Officer has been in office for over 2 years but only now is he coming up with 'plans'. Surely by now those plans should be in operation. If they were formulated earlier and were so good why no action?

SK- I joined the organisation when it was virtually bankrupt. We have had to work hard to manage our resources differently and bid for funds to stabilise the organisation whilst still delivering services to our members. Two years on we are now in a stable financial position and we can concentrate on moving forward with our strategic plan launched this weekend, on the back of thorough research and consultation which I have overseen. We recognise that some things could have been done better.

2. CW- Why are so many of things kept secret e.g. Slam Jam / Women and Girls initiatives?

SK- We don't believe these initiatives have been kept a secret. Slam Jam has been extensively piloted in London and Manchester to ensure it is fit for purpose.

We are currently consulting and planning our Women & Girls campaign. There are a number of key partners involved in this, such as Sport England and the WBBL. We have also recently discussed this with clubs from the Eastern Region and the Yorkshire Region at two engagement evenings we ran, where some excellent feedback was provided.

3. CW- Is the Chief Executive Officer happy with the re-organisation of the office particularly Competitions? Example one question dealt with by three different people all producing different answers.

SK- As mentioned earlier I have had to implement a lot of internal changes to reform the organisation which had no sound financial base to work from. The staff restructure and the creation of the customer services team was introduced to give our membership more contact points for service. As with any large change, we have experienced some teething problems and we will be continuously improving this part of the service. An example of an improvement to support our league and competitions is the deployment of officials and we have recently introduced a new post to resolve this issue. We are also now in the process of identifying first and second leads for our customer queries, more visibility of the league policies and better logging of the customer enquire for consistency. We have set ourselves a number of improvements for this season and we will be working hard to achieve this and provide the consistency that members are looking for.

4. CW- Could the Chair award Basketball England a score out of 6 (0 being Poor and 6 Outstanding) for how well they think they have served the membership over the past 12 months. CW

CW- Basketball England has some major successes during my time here, some personal highlights include the Special Olympics and the Commonwealth Games. As Stewart has mentioned above some things could have perhaps gone better. The staff go above and beyond regularly and in many parts of the service I am really pleased. We have more to do in service and we want to measure the improvements each year. Overall a 4/6.

#### Question received from Nick Bedwell (NB)

CW- BasketballSUSSEX is one of four affiliated leagues in the South East region. Our league entries for 2018/19 is 22 clubs and 89 teams, the largest league entry we have ever received. According to your registrar licences issued for 2018/19, we are one of the top 5 largest leagues across the country. London is understandably the largest. Across all 41 local leagues a total of 27,250 licence cards are being issued. According to your recent BBF/Team GB funding survey Basketball England has 33,000 members (18,000 senior and 15,000 junior). Grassroots basketball starts in local leagues like BasketballSUSSEX. Players, Coaches, Referees, Table Officials, and sport administrators learn to

love basketball and begin their careers in local league basketball. Moving forward, what role and purpose do Basketball England see for their 41 affiliated “local” leagues across the country?

SK- “Local League” basketball is very important to Basketball England and we recognise that for many it is the first rung on the ladder in the game, not only for players, but also for coaches, officials and volunteers. We have been working more closely with the Regional Chairs on looking at how we provide support on the local league developments, from school’s participation into CVLS, to area leagues with associations. We see the leagues as a crucial local and accessible competitive opportunity that sits within the player pathway for the game. When we discuss the detail with each region/cluster of associations we will also link some of the emerging campaigns to drive up local girl’s participation, links with schools and the recruitment drive for more officials and coaches.

We are looking forward to enjoying a much closer relationship with all county / area associations and local leagues over the coming 12 months.

#### Questions received from Stephen Pearl (SP)

1. CW- Was there a reason for the chief executive’s resignation in on 8<sup>th</sup> December 2017?

VJ- Just to clarify SK stepped down from the Board and did not resign from the organisation. Stewart felt it was right for the Board to continue to provide strategic direction to the organisation whilst he focussed on the operational side of work during such a busy period of change in the sport.

2. CW- Under which specific categories did the membership contribute £60,000 more than the previous year.

VJ- We made the decision to increase our membership fees in 2017/18. This included our standard BE membership, local league fees and our license fees which explains this overall increase in membership contributions. We decided to implement this modest price increase because membership fees had not increased for over ten years.

3. CW- What is included in “other income” and why is this down by £200,000

VJ- Other income contains things like trading income, ticket sales, portable floor hire and rental. We received higher levels of floor hire income and rental in 2016/17.

4. CW- What is “other grants” and why did it increase by £80,000

VJ-This is a result of an increase in funds received from FIBA and for our AASE programmes

5. CW- What constitutes the sponsorship of £17,000.

VJ- We received sponsorship income from Spalding, Dynamik and Sportserve in 2017/18

6. CW- What items are included in infrastructure and why did this decrease by £160,000

VJ- infrastructure includes coaching, officiating, club development, volunteers and facilities.

Questions 6-8 talk about a general decrease in expenditure which I'll explain all at once. As explained in our annual report, a general reduction in expenditure from the previous financial year is a result of grant income being held by Sport England during the previous funding cycle in 2016/17. This money was drawn down and subsequently spent in 2016/17 which explains the high levels of expenditure in the year 2016/17 and decrease when compared to 2017/18.

9. CW- Why were Directors salaries £93,000 against £57,000?

VJ- The director expenses relate to the remunerated directors listed on Companies House during 2016/17 and 2017/18. The amounts listed also include a proportion of employer's national insurance and pension contributions. The increase is a result of a director only being present for part of the financial year in 2016/17.

10. CW- The notes say that there are 18 management and admin staff against 23 last year. However, there are now have 18 staff dealing with coaching and training against 1 for 2017. What role did these new staff have?

VJ- We went through a staff restructure in 2017/18 which explains the reclassification of these roles. A full list of our staff and their job roles are available in our annual report and on our website.

11. CW- What is included in "office costs servicing" and why did this decrease by £155,000.

VJ- As mentioned in our annual report office cost services has reduced considerably over 2017/18 due to efficiency savings generated from office relocation. This relates to our rent, facilities management and service charges.

12. CW- Why were "Marketing and insight" costs down by £140,000

VJ- We incurred design, brand development and digital work in 2016/17 which explains the increased in costs when compared to 2017/18

13. CW- Digital running costs and development totalled £250,000 last year and £99,000 for 2018. Presumably this is the cost of the website. Is this now a total cost or are there further costs to come?

VJ- Digital expenditure was incurred in 2016/17 in relation to the new membership portal, website and back-end development. We will continue to incur costs for digital developments.

Barrie Viner (BV)- why do BE have a defined benefit pension scheme, this is a huge liability?

CW- one employee is part of this historic arrangement. We are in negotiations with our provider.

RL- queried where surety fees were kept in the accounts and stated they should not be recognised



as income if they are essentially a refundable fee.

VJ- to look at how they are accounted for with Sedulo

Jeff English (JE)- concerns over CS team and highlighted the fact previous staff members could answer any query

RL- suggested the team should be open for evening and weekend work

SK- we are moving from a reactive to a proactive service which is never easy but will be beneficial in the long run. We are going to pilot evening and weekend working which will be communicated very shortly

AG- was initially very worried when previous staff members left as she knew a great deal. However, she has been really impressed with the reformed service and they have always responded to her.

Colin Starley (CS)- highlighted that disability hadn't been mentioned throughout the meeting

CW- disability is very important and we must ensure we are a body for absolutely everyone although wheelchair Basketball are its own organisation

Maggie Calendar (MC)- queried why official fees hadn't increased.

GR- explained we had touched on this during the national conference.

CW- we were happy to consider and consult with regards to this

RL- queried whether BE had good governance considering Board members had stepped down recently. Question directed at JL

JL- explained he was co-opted onto the board for 12 months and was bound by collective rules and responsibilities of the board. Elected board members are the voice of the membership.

RL- how can we the membership get a better relationship with the Board?

JL- Stewart and Clare are contactable. Again, utilise the Board to be your mouthpiece

AG- affirmed her support for the organisation and the sport. Highlighted that unprofessional behaviour seen in recent months was dangerous to the sport and prevented commercial sponsorship. Everyone needs to get behind the sport to unite it

John Wells (JW)- highlighted several issues during his time on the board and referred to a number of press releases in recent months. Stated he was not in support of the proposed changes to the Articles of Association as he felt this was removing power away from the membership.

CW- amendments to Articles of Association are not removing power from the membership. These are minor changes to align our Articles with the UK Code for Sports Governance.

Tom Shilbrook (TS)- can we change to a one person one vote system? Why aren't officials voting representatives when they pay a fee?

CW- explained this is an historical arrangement but agreed we could consult on this approach

NB- explained that recent events have caused an issue of Trust between the membership and BE. Stated that the plans and strategy documents were promising and were needed to rebuild this trust as much as possible. If BE can deliver on these promises it will increase member support

CW- agreed good communication and clarity is key to success

RB- explained he had recently come onto the board as an independent director and had spent time talking to various stakeholders. Recognised that communication from BE needed to improve but that the membership also needed to support and enable the sport which will aid its development.

BC- queried why the Chair should be independent

CW- explained it is a requirement of the UK Code for Sports Governance. Sport England are our funder and so we should abide by their suggestions

#### Resolutions

1. To approve the minutes from the 76<sup>th</sup> Annual General Meeting held on Saturday 11<sup>th</sup> November 2017.

**Passed and approved**

2. To present the Annual Report – Year Ending 31 March 2018.

**Passed and approved**

3. To approve the Annual Accounts - Year Ending 31 March 2018.

**Passed and approved**

4. To approve amendments to Basketball England's Articles of Association

**Passed and approved**

5. To appoint Auditors for the financial year 2018/19

**Sedulo Audit Limited appointed as auditors**

6. Director Election Results

**Alan Richardson and Graham Biggs Elected as BE Board Directors by the membership**

**Close of Meeting 18:30**