

Minutes of Board Meeting held 19:00 Tue 21 January on Microsoft Teams

Present:

Trustees: Howard Bennett, Maurine Lewin, Lisa Watch, David Pagliaro, Richard Smith, David George, Roger Waite

Apologies: Cristian Winder

In attendance: James Mills (Managing Director), Luke Barker (Head Coach)

In line with HT's article 3.7 David George was unanimously co-opted onto the board by the HT Trustees.

The minutes from the previous meeting were approved.

Managing Director's Report

Facilities

James outlined a variety of quotes received for court works across the various HT sites. James suggested that resurfacing Millfield and repainting Hackney Downs could form a minimum scope of works for HT to fund itself.

James suggested that HT ask the council for additional funds for other works too.

Coach Recruitment Plan

James outlined plans to hire a lead tennis coach with a focus on Hackney Downs, which would be an employed position at 40 hours a week circa £50k per annum, which would provide a greater level of consistency at the site and allow development of the programme including local school links and camp work.

David P asked about the dynamic in the team, the toilet situation and court availability. James said that some measures had been put in place for the toilets.

Lisa asked about the council getting the toilets fixed as a solution. James explained that sometimes the HT programme operates outside of the toilet operating times, but the main issue is drug users misusing the toilets and causing them to be out of action.

James said that the HT coaches would be welcome to apply for the role when it goes live nationally.

Roger asked if James expected the role to pay for itself and James said he was confident that at a minimum it would pay for itself and most likely bring in additional revenue.

Roger queried if more flexibility should be put into the coach advert in relation to working days and salary. James was actioned with making some suitable adjustments.

Lisa asked if the coach would be line managing the team. James said that Luke was the main line manager for the coaches, but the coach would have a level of responsibility and seniority.

The board agreed unanimously to the recruitment of a coach.

Coaching

Spring Term

James reported an excellent start to 2025 with the Spring Term busy and most classes well subscribed. There has been a good increase in the number of squad players 4-11 years with a good crop of players now coming through and showing real promise. The girls only sessions that Luke has been overseeing have brought in around 20 red girls into HT's programme and HT received a £1000 bonus from the LTA for its performance in this area.

December Camps

HT setup a few squad camps in December which were well received.

HT Adult Clothing Offer 2025

James said that in line with the junior team clothing that went out to juniors last season, we can now put out a similar link to all adult players with a similar offer through Kitlocker. James said there was no financial gain for HT with this setup though. David P said he would do some research on alternatives.

David G said that his hockey team had got some sponsorship for clothing and there could be a similar opportunity for HT. James stressed the importance of not keeping any stock at the pavilion.

Howard closed the meeting.