



BOARD MEETING MINUTES

24th October 2025

1. Welcome and Apologies

Roll call and confirmation of quorum and apologies for absence

- Attendance: James Davies, Adam Rowland, Richard Hibbard, Clive Griffiths, Robert Deeney, Phillipa Lang, Adam Malcolm,
- Apologies: Matthew Thomas (sickness), Mark Loverling, Brain Juliff and Andy Morgan.

2. Chairperson's Report

Overview of recent activities and developments

Chairman Overview

- Challenges: Commercial and financial pressures impacting strategy delivery; board member burnout and resignations.
- Opportunities: Growth across all aspects of the game; alignment on key actions; development of community finals, women's internationals, TV coverage, and recruitment.
- Key achievements: Successful competitions, ongoing planning for men's autumn series, origin series, wheelchair season, and school league.
- Ongoing: Dialogue with Tata for permanent home, partnerships with Super League clubs and universities, IRL & ERL engagement.
- Discussion referenced on ongoing discussions with Tata regarding future facilities. This is currently Private and Confidential. Richard & Adam M leading on this.

3. Financial Report

- Income: Commercial income supporting performance expenditure, especially women's internationals. TicketPass revenue shortfall noted.
- Expenses: Women's international fixtures and community game costs. Positive net balance at year-end.
- Cash Position: End of September cash position £64,926; reserve policy amended to £15k.
- Forecast: Additional income expected; ongoing risk with TicketPass partnership; Sport Wales instalments pending.



- Decisions: Exit TicketPass partnership; appointment of Financial NED; further commercialisation of events.

4. Governance and Compliance

Review of governance policies and compliance updates and issues

- Inclusion framework finalised.
- Policy deployment across clubs effective, but room for improvement.
- Recruitment campaign and interviews carried out for open NED positions
- Board composition under review to align with Articles of Association, supported by Sport Wales
- AGM planning completed with AGM into the beginning of 2026 whilst other priorities addressed.
- Sport Wales self-declaration and audit feedback to be embedded.
- Strategy deployment to be reviewed. Further communications required.

5. Development and Performance

Performance updates and reports on player development programmes

- Men's, Women's, Wheelchair, U19/U16, Origin, Students, and Dragon Hearts programmes all progressing.
- New coaching staff appointed.
- Partnership with University of Central Lancashire for student support.
- World Cup planning for women's and wheelchair teams underway.

6. Community Game

Performance update and key activities

- Successful women's programme and international games at Neath RFC.
- Funding for Neath RFC changing rooms approved.
- Secondary school championship launched for 2026.
- Team leader programme and competency matrix in development.
- Touchline management and first aid training rolled out.

7. Any Other Business and date of next meeting

Open floor for additional topics

Recruitment update:

- NED (People) and NED (Finance) interviews held. Proposal accepted unanimously by board to appoint Matthew Perch into Finance NED Role.
- Board skills gap analysis and recruitment campaign ongoing. People NED to support progress when appointed.
- Finance policies and Sport Wales audit feedback to be then followed up and handed over the NED Finance.

Sport Wales Update & Partner Self Declaration Form



- Review of Sport Wales Board Paper. Good feedback on Partnership Form achievements and progress in all areas.
- Self-Declaration Document shared with expectations of all board members to input and review as a collective.
- Updates shared and links provided for board review.
- Discussion referenced with Sport Wales Re: Investment Model. Phillipa was going to get some insights to share at later date.

Articles of Association

- Reviewed as a Board. Key areas of agreed focus is board composition in lien with stipulation.
- Various discussions took place regarding NED's R&R – Adam Malcom shared views from the corporate world. Action to review further with proposals pulled together for board review.

Calendar of Events & Commercial Plan

- Review of upcoming events and commercial strategy
- Alignment of calendar with commercial plan to support WRL ambitions.
- Awaiting Annual Plans for Each Programme.

AGM Planning

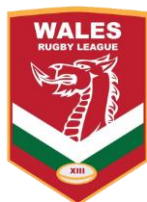
- Member-elected director nominations and voting process draft underway.
- AGM agenda and supporting documents in preparation.

Any Other Business (AOB) and Date of Next Meeting

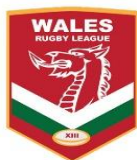
- Upcoming external events and training highlighted (WSA Sustainability Conference, NED Training).
- Next meeting date to be confirmed.

Action Table:

Action	Who	When	Update	Status
Add player positions to scholarship/academy contract list	Clive Griffiths	10/12/24	Waiting confirmation	Ongoing



Finalise MCRS and scorecards	Matthew Thomas & Adam Rowland	13/12/24	To be presented in October Board meeting	Ongoing
Arrange strategic deployment session with Andy Morgan	Adam Rowland	12/08/25	Complete	Complete
Review strategy and propose performance measurement approach	Matthew Thomas	12/08/25	To be presented in October Board meeting	Ongoing
Discuss and decide way forward with TicketPass	James Davies	12/08/25		Ongoing
Rob Deeney to provide costs for upcoming men's and women's games	Robert Deeney	12/08/25		Ongoing
Set up quarterly meetings for "2030 World Cup Readiness"	James Davies	12/08/25		Ongoing
Agree on appointment of future Welsh coach	James Davies	12/08/25		Ongoing
Lead discussions on two-tier league structure in West Wales	Robert Deeney	12/08/25		Ongoing
Confirm home venue for Wheelchair Rugby League	Robert Deeney	12/08/25		Ongoing
Develop performance scorecard in collaboration with Adam R.	Andy Morgan	12/08/25		Ongoing
Promote WRL Golf Day and Annual Dinner online	Andy Morgan	12/08/25		Ongoing
Ensure proposal process for board meetings	Matthew Thomas	12/08/25	Integrated in preparation of this meeting	Ongoing



Wales Rugby League

Rygbi Cynghrair Cymru



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