

**Minutes of council meeting held on Monday, 15th March 2021
via Microsoft Teams**

PRESENT: P. Hill (Chairman), A. Beattie, J. Bull (Chief Executive and Company Secretary), D. Burkett, A. Durman, M. Foster, J. Gee, T. George, I. Greenstock, R. James, G. Jolley, M. Luffman, R. Mallett, C. De- Martino, A. Mayes, B. Meldal, P. Mitcham, M. Mizon, R. Nichols, R. Pawley, A. Reeves, D. Rudderham, H. Smart, M. Symons, C. Williamson, D. Woodrow and R. Wright.
Cambs. FA Staff C. Abbott, C. Hills and K. Critchley

Apologies N. Al-Khatib, R. Archibald, P. Brasher, K. Carr, J. Hill, M. MacDonald and G. Nicholls.

C 41/21 Members' Health Update

[REDACTED]

C 42/21 Obituaries

[REDACTED]

[REDACTED].

Members stayed silent for a minute to remember those we have lost.

The chairman reported that when allowed, and in consultation with the families, the association will be arranging memorial services to celebrate the lives of [REDACTED].

C 43/21

Safeguarding Report

The recent report produced by Diane and Birgit had been circulated to members prior to the meeting. Birgit provided a brief update. The recent very impressive safeguarding report from Girling Hughes had also been circulated prior to this meeting.

C 44/21

Return to Football (3)

The county have held various meetings with our leagues online and all are offering some sort of football for the remainder of this season:

Cambridgeshire County League – Clubs agreed at a special general meeting to null and void this season. The league will be offering a Champions League style cup competition for those teams wishing to enter.

Cambridgeshire Girls' and Women's League – Have agreed to finish the season even if they must play into June. The season will re-start on the weekend of the 10th April, with teams being allowed to train from the 29th of March 2021.

Cambridge and District Colts League – Have agreed to finish the season.

Cambridgeshire Mini Soccer League – Will be offering more fixtures until the end of season in May.

Cambridge and District Sunday League – Still talking to their clubs.

Cambridge and District Friendly League – Will decide this week.

The following leagues who have Cambridgeshire clubs playing, have made the following decisions:

Peterborough & District and Peterborough Youth – Have declared this season null and void but will be offering a cup competition to their clubs.

C. Abbott reported that the club support evening has now been moved to Wednesday, 24th March, 2021 as it is expected further Covid 19 guidelines will have been received from the FA by then.

R. Mallett asked if local councils and facilities have been provided with any guidelines on the return to football. The chairman responded by saying that he hoped clubs, knowing they are returning to football, have been in contact with the owners of the grounds they use. Ultimately it is down to the owners of the ground to decide what provisions on dressing rooms and toilets are in place. K. Critchley confirmed that guidelines produced by the FA are circulated to all parish councils in our area.

The chairman praised and thanked the officers from this association and the work undertaken by league officials during Covid 19.

C 45/21

Minutes of Council Meeting.

The minutes of the council meeting held on 7th December 2020 were approved.

C 37/21iii – The chief executive confirmed that the operational plan has now been circulated to members.

C 46/21

Brief Updates from Affiliated Leagues

The updates had been circulated to members. There were no further updates or questions.

C 47/21

Brief Updates from Committee Chairs

The updates had been circulated to members prior to the meeting. The following are in addition to those reports:

Referees – In response to a member's question, the chairman confirmed that at this stage there is no information available on how many referees will make themselves available for the return to football. However, it was felt that a good number of referees are looking forward to football again. Sam Anderson, referee development officer, has put together an excellent programme of online workshops to assist referees on their return to football. Members are welcome to sign up for the workshops if they wish. **Action: Colin Hills/Sam Anderson.**

Andrew Durman asked if there is, or will there be, any plans for a referee academy. The chairman reported that the Core programme is in place to support those seeking promotion but not an academy as such. It was agreed that Mr Durman should raise this at the next referees committee meeting.

C 48/21

Brief Updates from Category Representatives

The updates have been circulated to members prior to the meeting and the following points are in addition to those updates:

Coaching & Players Development – It was confirmed that dates and events for the Coaches Academy will be circulated in the next couple of weeks.

Recreational – In response to a member's question, it was confirmed that the county are aware that some clubs are making plans to hold summer festivals and tournaments. To date no club has applied for sanction but if any applications are received, they will be dealt with in accordance with the latest government guidelines in place.

Youth Council – C. Abbott reported on the latest meeting which had taken place on the 12th of March 2021, with seven members present. A further six applications have been received and these will be followed up. Online sessions to review the return to football will be held during the summer.

C 49/21

Governance Review

The chairman asked members to consider the recommendation from the board of directors to postpone council elections for a period of 12 months. This is due to the logistics of arranging an election with staff being part-time furloughed during Covid-19. The recommendation was approved by council.

This does not apply to the position of chairman, vice-chairman and president who are one year into their three-year period.

The current vacancies within the categories of youth football and education will be filled if possible.

C 50/21

Chief Executive Officer Report

Workforce – All staff were furloughed in January using the flexible furlough scheme. As football has been given a date to return, the competitions team have now returned to normal hours and Sam Anderson is now working 16 hours per week. When football does return all staff will return on normal hours.

KPI – The latest figures had been circulated prior to this meeting. The figures are still looking good despite Covid-19. Disability football has suffered but this reflects the national figures.

Finance – The loss is not as bad as first feared and this has been assisted by grants and government assistance.

Inclusion Advisory Group (IAG) – This has now been re-formed under the leadership of N. Al-Khatib and is going well. The terms of reference for the committee have been updated.

Equality Standard – Sarah Hudson has now completed and submitted our application for the preliminary level of the standard.

C 51/21

FA Representative Report

The report from the FA representative which had been circulated prior to the meeting was adopted.

The chairman reported that the FA Cup Final would be a test event for the return of fans with 20,000 likely to be allowed in.

C 52/21

CFA Strategy

The chief executive reported on the key dates for the new strategy:

End of March – Confirm vision, mission and values.

Feb – March – Staff Workshops.

8th – 15th March - Confirmation from the FA on the funding and KPI targets for the next three years. These will be circulated to members. **Action: Jo**

Bull.

12th March – Workshop with the youth council.

15th March – Seek council views.

Early April – Circulate an open survey.

19th April – Open consultation on long term goals.

End May – Submit strategy to the Football Association.

June – Presentation to the Football Association by the chief executive, chairman, vice-chairman and football development manager.

The chief executive asked members for their views on the county FA's vision and mission and posed three questions for members to consider. It was intended to place members in groups to discuss these questions but the system did not work. Members instead were asked for their ideas and views and the keen point to come from members was to increase the participation within football and to concentrate on the positive experience of playing football.

Members with any other views after the meeting are asked to e-mail the chief executive.

The chairman thanked members for their input.

C 53/21

The chairman confirmed that the governance review committee will consider officially re-naming the IAG and the youth council at their next meeting.

C 54/21

The date for the next council meeting was Monday, 10th May 2021 at 7pm, and likely to be by Microsoft Teams.

As there was no further business the chairman thanked members for attending and closed the meeting.

M.B. MIZON