BRITISH BASEBALL FEDERATION

Board Meeting Minutes

1. Meeting Details

Date: 15 June 2026

Time: 8:00pm – 10:10pm

Location: Virtual (Microsoft Teams)

Chair: Rich Evans (RE), President

Minute Taker: Rod McCurdy (RM), Secretary

2. Attendance

Present: Rich Evans (RE), Glen Robertson (GR), Glenn Taylor (GT), Lee Manning (LM), Rod McCurdy (RM), David Becker (DB), Oona Ylinen (OY), Chris Carter (CC), Stuart Taylor (ST).

Apologies: None. All Board members listed on the agenda were in attendance.

Quorum: Confirmed.

3. Declarations of Interest and Previous Minutes

No further declarations of interest were raised.

The Minutes of the meeting held on 13 May 2026 were approved as a true and accurate record, subject to the amendment that the £90,000 WBC prize money referenced in the Development Fund item be recorded as a rough order-of-magnitude figure, pending finalisation. OY confirmed that remittance of the WBC monies has been sent and is expected to be received this week.

4. Review of Actions from Previous Meeting

The Board reviewed the action log from the May 2026 meeting. Status of prior actions was recorded as follows:

- Circulate BSUK correspondence regarding WBC ticket allocation (RE) – closed.
- Write to James Burton (BSUK CEO) requesting a tripartite face-to-face meeting on the One Organisation Terms of Reference (RE) – closed; ongoing One Organisation updates to be provided by the Board's two representatives to the working group, GT and RM (see Item 7).
- Review Version 5 of the One Organisation Terms of Reference (All) – closed.
- Issue the remaining draft policies to the Board (RM) – closed.

- Board members to review all draft policies ahead of the 15 June meeting (All) – completed; policies brought forward for approval under Item 8.
- Work through the U12 GB programme Code of Conduct (LM and RM) – closed; superseded by RM working with GR to align all national-team policies with the BBF framework.
- Draft a formal response to the relevant club on the GB Head Coach selection policy (GR and RM) – closed; RE has engaged the club, and the supporting policies (including a disengagement policy and a conflict-of-interest policy) will be issued over the coming week.
- Submit the GB Assistant Coach nominations ahead of this Board (GR) – closed; staff brought to this meeting for approval (see Item 10).
- Consult the Senior Leagues Committee on the Vetra position (CC) – closed.
- Coordinate Farnham Park field allocations to align YNBCs and adult Division 5 fixtures (CC and GT) – resolved and closed.
- Launch the WBC Legacy Development Fund (LM) – open; pending the WBC monies being secured, expected toward the end of the week commencing 16 June (c. 22 June).
- Coordinate release of the Youth Bags and supporting communications (LM and ST) – closed.
- Prepare the EPP review paper (LM) – the paper was submitted to the Board in May but not discussed; RM to circulate it for assessment out of cycle.

5. Finance Report

OY presented the financial position. The Board noted that activity since the last meeting had been limited, comprising a small number of umpiring invoices and GB-related costs. The Board endorsed the principle that the Federation should lend funds only to its GB teams, and not to BSUK save where a genuine need is demonstrated.

RE requested a written finance update for the next meeting. OY agreed to bring an area-by-area breakdown of income and expenditure (umpires, coaching, development and GB), together with a position on each of the national-team programmes, mapped against the budget approved at the AGM.

6. President's Report

RE reported that there were no separate matters to raise, all relevant items being covered elsewhere on the agenda.

7. One Organisation Update

GT and RM, the Board's two representatives to the tripartite working group, updated the Board. Formal minutes of each committee meeting continue to be published and circulated to the Board, supplemented by verbal updates where material developments arise. The Board noted the agreed strategy: to support One Organisation in principle

over the long term, while holding firm on the points of substance that matter to the Federation. GT and RM are to continue engaging in good faith, working diligently and collaboratively toward a shared vision, clear roles and responsibilities, and a financial plan judged realistic and achievable relative to that vision (and to the short-term commitments that work toward it).

Two consultants funded by UK Sport have been engaged by BSUK. The workshop sessions have been constructive, and the consultants' stated position is that nothing is yet decided and all options remain open, including a possible service level agreement to improve arrangements in the interim, or alternative structures under which the two federations might retain a degree of autonomy.

The consultants' assessment was that UK Sport would not withdraw funding simply because the three organisations had not merged; provided the parties are working toward a shared vision and making demonstrable progress in collaborating to deliver it, funding would not fall away for the absence of a forced integration. The outcome of genuine collaboration – a shared vision and demonstrable progress in growing the sports – was considered more important than forced integration.

The Board noted a positive early impression of the new BSUK CEO, James Burton, while recognising that engagement is at an early stage, with discussion increasingly focused on the vision, execution plan with roles and responsibilities. BSUK's initial proposal (a committee sitting under the BSUK board, with an EGM and integration by March) was resisted, and its proposed timetable of a joint membership survey in July with an EGM in November was considered rushed relative to the work required to prepare a plausible plan. It was agreed instead to aim for an EGM in the February 2027 timeframe to review the status and ratify any proposed, substantial change to the existing arrangements.

The Board agreed that the priority is for BSUK to address its own governance shortcomings over the past few years, for the parties to align on a shared vision and respective roles and responsibilities, and to build trust – potentially via a service level agreement – as the foundation for any future shared-governance arrangement. Any committee outcome remains subject to formal approval by the BBF Board and its Members.

8. Governance Refresh – Approval of the Refreshed Policy Pack (Decision)

RM presented the Board summary paper accompanying the refreshed governance pack, built on the endorsed five-layer architecture: (1) the Constitution (amendable only by the Members at an AGM, and not before the Board today); (2) Terms of Membership; (3) the NGB Approach with embedded EDI Strategy; (4) competition governance; and (5) the foundational behaviour, integrity and operational policies.

Key features were highlighted: a single Code of Conduct as the behavioural rule book for all members, with national-team requirements supplementing rather than duplicating it (including a new section on selection, playing time and undue influence); a standalone Whistleblowing Policy; an Integrity, Complaints and Grievance Framework consolidating enforcement; a Supporting Policies pack of eight policies (including anti-bribery and corruption, a revised sex-based competition categories and transgender participation policy, and a conflicts-of-interest policy cross-referencing the GB coaches and programme-staff conflict-of-interest policy in development); simplified, clearer Terms of Membership confirming that membership lapses annually and that financial auto-renewal is a transactional convenience rather than a right to membership; the refreshed NGB Approach with EDI embedded; and a Financial Governance Framework wrapping the four extant financial policies with a delegation-of-authority matrix. RM confirmed the previously noted £1,000 BSUK authorisation gap is now closed within the financial delegation section.

RM noted next steps: refreshing the Sport:80 Terms of Membership from the week commencing 16 June; issuing the marked-up Senior Leagues Handbook to CC and the Officials Handbook to DB for review; interlocking with the Senior Leagues Committee and Officials Committee; and going live on the website with full member communications by 30 June. RM further noted that the Federation's roles and responsibilities are outdated and, as they are governed by the Constitution, will be refreshed with the Board over the coming months for approval at the AGM.

Decision: The Board approved the refreshed policy pack unanimously, with no dissenters or abstentions. Approval covers communication of the documents to the membership and refresh of the Federation Documents page on the website by 30 June, together with in-principle support for the aligned updates to the Senior Leagues Handbook (with CC and the Senior Leagues Committee) and the Officials Handbook (with DB and the Officials Committee) for re-issue, subject to the respective committees' approval. The Board recorded its thanks to RM for this work.

9. Membership Report & Roster Reconciliation (Decision)

DB presented a full reconciliation of every team's roster against current Sport:80 memberships (Week 10 data), undertaken as part of the administration of penalty points and pitch-count monitoring. The review identified approximately 155 records with date-of-birth mismatches (members confirmed as current and paid, requiring only correction of the date of birth) and 66 individuals who are not current paid members (61 lapsed and 5 pending payment). The Board noted that the Handbook requires a player to be a paid-up member before being rostered.

DB proposed a two-week amnesty during which clubs may correct their rosters and register players, with club-by-club breakdowns to be sent to the registered club owner on Sport:80. The Board discussed the importance of applying any sanction even-handedly across all clubs, and acknowledged that genuine administrative errors (for example

mis-keyed dates of birth) should be distinguished from a failure to register paid members.

The Board recorded its thanks to Jason Toms for the considerable behind-the-scenes work in supporting much of the data crunching across the BBF related to membership and roster.

Decision: The Board approved a two-week amnesty from this date for clubs to correct their rosters. Thereafter a financial penalty of £25 per outstanding exception, per club, per week will apply to clubs continuing to field or roster ineligible players. The matter will be reviewed at the next Board meeting. DB will draft the covering letter to clubs and circulate it to the Board for comment (not approval); the Board granted DB the discretion to operate. Separately, the Board noted that the BSUK service level agreement covering IPR administration is due for review this year; RE to share it with RM, who will assist with the review.

10. GB Tournament Staff – Safeguarding & Compliance Sign-Off (Decision)

GR presented the staff documents for the U12, U15 and U18 programmes for Board sign-off. The Women's National Team staff document remains in progress and will be circulated when received. Head coaches are afforded autonomy to select their staff, however, subject to Board approval and confirmed safeguarding/DBS compliance.

10.1 U12 Staff

The Board reviewed the U12 staff. Outstanding DBS checks are being progressed with BSUK, with online checks as a fallback if required. The Board considered a late proposal to add a strength-and-conditioning coach who is not yet fully qualified or insured; this was not approved and will be subject to the proper process before any announcement. The Board noted a wider question as to whether age-group teams require a dedicated strength-and-conditioning coach. As staff costs are met by the players per tournament, the Board was clear that no paid strength-and-conditioning role may be added without the sign-off of the National Teams Programme lead and the Board, and that a documented requirement (referenced in correspondence to be forwarded for review) would need to be verified before any obligation is accepted. The U12 staff were approved on this basis.

10.2 U15 Staff

The Board reviewed the U15 staff, noting one assistant coach on a sabbatical for work and family reasons who expects to return for the winter and the following year's European Championship. The U15 staff were approved.

10.3 U18 Staff

The Board reviewed the U18 staff. The Board discussed the appointment of an Operations Manager who is the partner of the Head Coach, together with relevant precedent, and was satisfied that the appointment is appropriate on its merits and that

the circumstances differ materially from earlier cases. The Board agreed that a policy on partners and close relationships within team staff should be developed (GR and RM), likely as an addendum to the coach-selection policy.

Subject to the outcome recorded at 10.4 below, the U18 staff were approved.

As a lesson learned, the Board agreed that GB staff approvals should in future be scheduled for the start of the winter (November) rather than shortly before teams travel, to allow any issues to be identified and addressed in good time.

10.4 Staff Approval Outcome

On the staff put forward, the Board resolved to approve and take forward a number of the applications. Where an applicant was unsuccessful, communication would follow, with authority delegated to the designated officers. Glen Robertson, having put the nominations forward on behalf of the National Teams, was asked to abstain from the vote, and other members with declared interests were managed accordingly. The matter was handled in confidence, and individual views and votes are not attributed or disclosed.

11. Disciplinary Matter – Confidential (Decision)

This item was taken in closed session. Two Board members recused themselves owing to conflicts of interest, in order to safeguard the independence and balance of the review and to ensure a fair process.

The Board received a confidential briefing on an outstanding disciplinary matter and the associated legal, financial and reputational considerations. The Board noted that the underlying safeguarding determination is not within the Federation's gift to reopen and stands, and that the outstanding disciplinary process must be brought to a fair and properly independent conclusion. The Board was assured that all parties and witnesses are to be afforded a fair hearing and that the matter will be progressed independently, applying the Code of Conduct in force at the relevant time, with any subsequent review or appeal also to be heard independently.

Decision: The Board approved funding to appoint an independent professional investigator to conduct and conclude the investigation. The decision was approved by all Board members remaining in the session, with no abstentions or objections. The associated papers are held confidentially and are available to Board members only.

12. Board Member Updates – Round Robin (Exceptional Items)

GR reported on the GB programme: the U15 squad is in Sweden in good spirits and well equipped; LM's team travels in approximately three weeks, with the U18 squad following one week later. The wider calendar includes the Women's World Cup in August and the U23 World Cup and Seniors Premier 12 in November. The Board noted a same-day U15 result of 21–7. No other exceptional items were raised.

RM reminded Board members of the outstanding Subject Access Request and asked that all information held be sent to him, ideally by the end of June; the statutory deadline is 17 August, and substantial review and redaction work, led by RM, will be required before the response is issued.

13. Any Other Business

N/A

14. Date of Next Meeting & Close

The next Board meeting was provisionally scheduled for Tuesday 14 July 2026. There being no further business, the Chair thanked all attendees and closed the meeting.

15. Actions Log – Arising from this Meeting

Owner	Action	Target
OY	Prepare an area-by-area finance breakdown and per-programme position for the next Board, mapped against the AGM-approved budget.	Next Board
GT / RM	Continue One Organisation engagement and keep the Board updated; circulate committee minutes.	Ongoing
RM	Refresh Sport:80 Terms of Membership; issue marked-up Senior Leagues and Officials Handbooks to CC and DB; website go-live with member communications.	30 June
RM / Board	Refresh the Federation's roles and responsibilities for approval at the AGM.	Pre-AGM
DB	Issue club-by-club roster breakdowns; run the two-week amnesty; draft and circulate the club letter for comment; apply £25 per exception/club/week thereafter; report at next Board.	Next Board
RE / RM	Share and review the BSUK service level	This year

	agreement (IPR administration).	
GR	Verify the strength-and-conditioning requirement (forwarded correspondence) with the originator and update the Board; no paid S&C appointment without sign-off by the National Teams Programme lead and the Board.	Ongoing
GR / RM	Develop a policy on paid strength-and-conditioning appointments — covering whether such roles are funded and by whom, a requirement to advertise posts, and at least two competitive quotes where engaged commercially — for Board endorsement.	1–2 months
GR / RM	Draft a policy on partners and close relationships within GB team staff (addendum to coach-selection policy).	1–2 months
GR	Circulate the WNT staff document when received; manage the related staff communication at the appropriate time.	Imminent
Designated officers	Prepare and issue communication to any unsuccessful applicant (Item 10.4).	w/c 16 June
RM	Progress the independent investigation approved under Item 11.	Per timeline
LM	Launch the WBC Legacy Development Fund once WBC monies are received.	c. 22 June
RM	Circulate the EPP review paper for out-of-cycle assessment.	Out of cycle
All	Send RM all information held for the Subject Access Request.	End June