

**Minutes of the AFCW PLC Board Meeting**  
**Thursday 27 October 2022, 3.30 pm**  
**Cherry Red Records Stadium**

Present: Mick Buckley, Iain McNay, Nick Robertson, Kris Stewart, Charlie Talbot, Michele Little, David Charles, Luke Mackenzie.

DTB observers: Graham Stacey, Hannah Kitcher.

1. **Jamie Johnson update.** Jamie presented to the board his latest updates on recruitment and plans for Jan 2023.
2. **Johnnie Jackson & Terry Skiverton update.** JJ and TS presented their update on players and performance.
3. **HoFO.** MB, CT and John Stanley will informally chat with 5 people next week. Then formal interviews following week. MB sees recruitment as critical and all that is associated, such as data analysis. Three types present for the role:
  - a. from recruitment background;
  - b. from analysis; /data background
  - c. a former player/manager who has also recruitment experience.It was agreed that MB would update the board post the interviews.
4. **Apologies for absence.** None.
5. **Minutes of previous meeting for approval.** MB noted an error which he will communicate to DC. Redacted version needs to be shared and agreed too.
6. **Matters arising not on the agenda.** None.
7. **Agreed action points follow-through.** ML proposed that there be one list of rolling action points rather than something attached to a particular meeting. Minutes will need to have been approved first, said DC.  
August and Sept actions to be collated in a separate document and circulated with draft minutes.
8. **Finance and Re-financing.** CT has spoken to everyone on the list shared last meeting, except one. Others are interested, wanting to see NDA.  
PL Bond- IM asked how extra money will be used, apart from funds used to repay CRR loan. MB said this can be an item at next meeting. MB asked that each meeting should record what is happening with re-financing and agreeing the acceptable level of debt. Finance committee will discuss these things but the minutes of PLC board should also reflect that the discussion is continuing about the best way to use the investments.  
Management accounts have been issued. MB took meeting through risks and opportunities. LM asked what has been done about last year's direct debits. MB said the ticketing team will work on this next week.
9. **Interim Chair report.** MB drew attention to the need to re-ignite WAWF and Dons Draw – ML to take forward with FinCom.  
Results of first team have an impact on the working lives of people at the club.  
Digital marketing made a positive impact on crowds, for example the Colchester game. Stadium Plus is now due more attention.  
Oktoberfest was successful.  
We need to consider what to do about Grimsby game which may clash with an England match.

Ticketing manager will be interviewed next week by Danny.  
World Cup screenings are getting booked up well.  
New shirt will be launched in December- 1997 Elonex shirt.  
Ivor has found some new sponsors. Non-matchday revenue is a key priority for Danny.  
It is difficult to find a time to fit in a women's game at PL before 5 March. ML reminded the meeting that a commitment has been made to produce a plan for 2023-24 season.  
Danny will get onto education which is still at a level of promotional licensing deals, not courses.  
Lifts needed water pumping out, then sealing properly and then repairing with a part which is on order.  
Golden Goals are selling well.  
Managers of departments have been told to talk to all employees and check if there is any issue related to cost of living they have and tell someone. An Employee Assistance Programme is in place and some staff have been trained in mental health awareness. IM suggested a pre-meeting lunch with club staff and PLC board.

- 10. D&I.** Now everyone has completed the requirements. MB forwarded an email from Mandy on the subject. Work still needed and a Board D&I rep agreed.
- 11. Safeguarding.** DC had a conversation with Frank, who is very knowledgeable and has a good relationship with EFL safeguarding team. His report was shared with the board.
- 12. PLC AGM.** ML proposed Tuesday 20 December 20 .00. This fits with signing off audits, allowing time for printing and sending information. MB suggested using the same day as DTB AGM, and 19 December 7.00pm for DT AGM was provisionally agreed, followed by PLC AGM. Dates and times to be confirmed by ML once audit position has been confirmed. It was noted that MB is up for re-election this year.
- 13. A.O.B.** None.
- 14. Date and time of next meeting.** Thursday 17 November 2022 at 14.30.