



MINUTES – MEETING OF THE USA CRICKET BOARD OF DIRECTORS

By Video-Conference – September 24th, 2020

Attendance

USA Cricket Board Directors

Paraag Marathe, Chair, Independent Director (PM), Avinash Gaje, Treasurer, Individual Director (AG), Venu Pisike, Individual Director (VP), Suraj Viswanathan, Secretary, Individual Director (SV), Catherine Carlson, Independent Director (CC), Nadia Gruny, Player Director (NG), Rohan Sajdeh, Independent Director (RS), Srinu Salvar, Player Director (SS), Sushil Nadkarni, League Director (SN), Ajith Bhaskar, Club Director (AB)

Others

Iain Higgins, CEO (IH)

Richard Done, Cricket Operations Manager (RD) – present only for item 6.

Josh Dascombe, Senior Finance Manager (JD) - present only for item 10.

1. Welcome (PM)

PM opened the meeting and thanked everyone for their attendance, time and effort during the last several months.

PM thought that the last couple of months had seen a significant change in the method of operating, and that this reflected well on the governance changes which had been approved by the Board. He acknowledged that the review was a time-consuming exercise, but he felt that this had led to more alignment with management, more involvement of directors (with everybody contributing) and more progress on key issues. He noted that the new structure of the Board papers reflected the change in approach, as they were primarily a series of Committee reports.

2. Minutes of previous meeting (SV)

The minutes from the July 16th and July 31st meetings (as amended) were unanimously approved as true and accurate records of those meetings.

3. Actions arising from previous minutes (IH)

IH advised that all the actionable items from the previous meetings had either been completed or would be covered during the course of today's meeting except for the following:

- In the July 16th meeting, it had been agreed that there would be a separate call to discuss the strategic focus being on T20 cricket, but that such call had not taken place. Since the issue would come up again at item 5, it was agreed that directors could raise any remaining concerns then.

4. CEO Quarterly report / Overview (IH)

- **Report on activities since last meeting**

IH presented his report to the Board highlighting the major activities since the last meeting, significant challenges and priorities for the next month. In particular he drew the Board's attention to the following recent activities:

- Implementation of the new governance structure: He explained that this has been driven by the newly constituted committees working in close conjunction with management, which has led to better alignment and productivity. To formally conclude this process, a Terms of Reference document has been prepared and is presented to the Board for approval – see agenda item 13.
- Launch of Minor League Cricket – 2020 Exhibition Matches: He noted that there had been a monumental effort by many to get this up and running, and which had involved: appointing 24 team owners, concluding a player registration and draft and developing appropriate COVID-related protocols and education materials and putting in place all of the necessary logistical and operational efforts. Over the past two weekends, 25 matches across the country have taken place, with more of the same across to follow. There have been many learnings to take so far and, moving forward, USA Cricket will play an even closer role in determining some of the policies around future editions of this competition – see agenda item 6.
- Launch of USAC Membership Portal and membership program: He explained that since appointing Funngage as technology partner following an RFP process, he and others had been working with it to build and develop the new USA Cricket Membership Portal in time for a planned launch in mid-October. Behind this, a short-term membership program will be proposed in line with the recommendations from the Membership Working Group meeting – see agenda item 11.
- 2020 Election for Board directors: As previously foreshadowed, he explained that the Board will need to make some important decisions in order to be able to facilitate the upcoming 2020 Board election in December 2020 - see agenda item 12.
- USAC Foundational Plan (2020-2023): He was excited to update the Board on the further work that had been done on the Foundational Plan and that it is now being submitted to the Board for approval – see agenda item 5.
- Domestic and international playing calendar for 2020: He explained that despite efforts to try and keep various options alive, it now looks certain that neither the men's or women's national teams will play in any competitive international fixtures for the rest of the year; and that the plans for 2021 remain extremely uncertain with lots of rescheduling happening across the entire calendar. On the domestic front, we have been continuing to try and keep alive for as long as possible the prospect of staging some or all of the planned USA Cricket zonal trials and national competitions for Men, Women and Youth. This has been extremely challenging, and we are now running out of time. As such, the Board will be asked to make some important decisions during this meeting about whether we should plan to go ahead with certain parts of those events or not in 2020 – see agenda item 6.

IH explained that, although our governance was more collaborative and aligned, there remained a significant lack of human resources available to progress USAC, and this continues to be the biggest challenge to making quicker progress. The Board noted that until USAC is better resourced, we will continue to be missing opportunities, failing to promote what we are doing well, or generally just moving forward at a much slower rate than we would like.

As a starting point to building on the resources, the Board agreed that IH should liaise with ACE to see whether there was scope to appoint a joint communications, promotions and marketing resource.

- **Priorities for remainder of 2020**

PM presented a document setting out what he considered to be a consolidated set of key priorities across the remainder of 2020 for each of PM, IH and ACE, all of which would require support from various directors, committees and the Board itself.

RS suggested that they be re-presented in a way that aligns to the strategic objectives in the Foundational Plan and to ensure that the language is unambiguous and whether they have been achieved or not will be clear.

PM agreed to circulate the revised document to the Board so that it could be discussed again at the next informal Board meeting.

5. USA Cricket Foundational Plan (IH)

IH presented the latest version of the Foundational Plan to the Board. He explained how the previous Board feedback had been addressed, and referred to the meeting paper which set out in detail the key changes from the previous version which was presented.

The Board approved the content of the Foundational Plan, but sought one final opportunity to review and contribute to the section outlined 'Our Principles' on the basis that they needed to reflect genuine principles that were meaningful to the Board and the USAC community.

IH agreed to share this section with the Board and seek to conclude this ASAP. The Board noted that, once the strategic plan is finalized and published, the intended next steps would include at least the following:

- The development of a public-facing 1-page summary document
- The development of a short (2 minute) video-explainer of the strategic plan
- The development of an underlying operational plan, timeline and allocation of responsibilities
- Quarterly reporting to the Board against progress towards that operational plan.

6. Cricket Committee - update (SN)

The Board noted the detailed report from the Cricket Committee ('CC') on its meetings of 12th August, 10th September and 20th September, as follows:

- **Men's / Women's Youth Coaches Recruitment**

The Board noted that CC had been running a process to identify potential Youth Coaches for both the men's and women's youth teams; that all shortlisted candidates have now been interviewed and that the preferred candidates were Kevin Darlington (Men's) and Asif Mujtaba (Women's).

- **Men's Youth Selectors Recruitment**

The Board noted that CC had confirmed that four of the five Men's Youth Selectors have been provisionally appointed, and that there is one further position to be filled, with prospective candidates for that final position being interviewed in the week beginning 21 September.

VP asked the Board to record that he was unhappy that the new CC had decided not to accept the recommendation of the previous CC in respect of one of the candidates.

- **2020 Playing Schedules**

The Board noted that CC had been provided with an update on the latest changes to the international and domestic calendar and endorsed the ongoing efforts from management to try, wherever it is safe to do so, to schedule some domestic cricket, with the focus being on the zonal/national competitions and the women's talent IDs.

- **Regulations for Approval of Domestic Cricket**

The Board noted that CC was in the process of finalizing a draft set of Regulations pursuant to which USA Cricket assumed jurisdiction for approving or disapproving of domestic cricket (i.e. non-international cricket) that is played in the USA, and that, as per the proposal set out in item 13, CC would have delegated authority to approve such Regulations.

The Board also noted that, as a separate piece of work, the USAC disciplinary process needed to be developed prior to the expiry of the Transitional Period (i.e. 6 months after the Effective Date) to deal with issues arising.

- **National/Zonal Tournament Structure for 2020**

IH presented to the Board the key decision-making steps that needed to be followed in determining whether some or all of the Zonal trials and National competitions should go ahead given the COVID risks. This included discussion about the legal duty of care, the carrying out a risk assessment, the determination of appropriate and proportionate mitigating actions, the analysis of any residual risk and then the assessment of such residual risk against the overarching purpose and costs of such trials and competitions.

The Board noted that CC had originally directed management that all Zonal trials and National competitions and Talent IDs in 2020 should go ahead subject strictly to being able to ensure the safety of participants and the application of appropriate COVID protocols in line with the operational papers set out in the paper. However, CC had subsequently reconsidered its proposed plans in light of the prevailing COVID risk and the recent positive tests from players playing in the Minor League,

and agreed that the full Board should be provided with all of the relevant information so that a fuller discussion could take place and decision could be made.

To support this discussion, Dr Michael Roshan (CMO of USA Cycling) joined the call to provide independent expertise. He provided detailed medical advice on the COVID related risks and provided insight into the cases that had happened during the Minor League and in other sports and society in general. He indicated that, in the circumstances being proposed by USAC, and assuming that the COVID protocols are followed, then there would be a relatively low risk of transmission of COVID at the upcoming planned Zonal Trials and Talent IDs.

After long discussion with Dr Roshan, the Board approved that the Zonal trials for Men and Men's Youth should go ahead, but subject to: (i) CC subsequently meeting to satisfy itself about the proposed format and structure of the trials; (ii) the request for player nominations being publicly announced; and (iii) further opportunities being given next year to players who choose not to participate in the 2020 trials or who are prevented from participating due to COVID related reasons.

The Board also noted that there was a drop-dead date of 16 October for the decision about whether the planned National Championships should go ahead. It was agreed that CC would meet prior to this date to get an update, and any decision on whether or not to go ahead with the National Championships would come back to the Board for approval.

Finally, the Board approved the remaining Women's Talent IDs should go ahead, as proposed.

- **2020 National Championships - Handbooks**

The Board noted that CC continued to work on a National Tournament Handbook (which incorporates all operational aspects of the Zonal Trials and National Championships, including format, selection policy, playing conditions, clothing & equipment regulations etc) and that similar Handbooks will be prepared for each of the Men's, Women's and Youth Zonal and National Championships.

- **National Teams Remote Training Report**

The Board noted that a report on the activities of the national team since the start of COVID had been prepared and presented to CC, although CC had not yet had time to consider it.

- **Minor League Cricket and the pathway to the USA Cricket National T20 Team.**

The Board noted the following observations reported by CC in respect of Minor League Cricket and the pathway to the USA Cricket National T20 team:

- Minor League Cricket is an important part of the T20 pathway.
- However, for this inaugural season, most of the selection processes (including player registration, draft management, selection policy and appointment of franchise owners and selectors, invitation to trial matches etc.) has been managed and controlled by ACE (and its Minor League Governing Council) and the Minor League teams.

- Various concerns had been raised in the community about the alleged inconsistency of the MiLC selection policy and specifically in relation to ensuring that selection was fair and open to all of the junior players involved.
- CC agreed that USAC should consider this matter further with ACE and document, agree and publish the full process (from player registration through to match-day selection).
- This would help to ensure greater control over selection matters, avoid future criticism over partiality and ensure that it is a fair and appropriate 'pathway' to the US national teams.

- **Travel Policy for USA National Teams**

The Board approved CC's recommendation to approve the Travel Policy for USA National Teams attached as an Appendix to the papers.

7. Development Committee – update (VP)

The Board noted the detailed report from the Development Committee ('**DevCom**') on its meeting of 25th August:

- **Report on Overall Census Data - Participation**

The Board noted that DevCom had arrived at the following conclusions from the findings of the ICC Census submission in respect of player participation:

- 113,000 reported Players of all formats and genders (in both 2018 and 2019) in the USA;
- Of those 113,000 participants, >99% are Male; >60% play 'Modified' cricket; and >95% are Senior.
- USA has the highest number of Senior Male Players and highest number of Senior Male (Modified) Players out of all Associate Members; and the third highest number of Junior Male Players.
- On the other hand, USA was only 46th highest in terms of Senior Female players; 26th highest in terms of Junior Female Players across all Associate Members; and 8th highest in terms of Senior Female (Modified) Players.

The Board noted that, in order for USA Cricket to continue to climb the ICC rankings on participation rates, USA Cricket needs to:

- Maintain the currently high numbers of male cricket participation
- Focus specifically on increasing the numbers of female cricket participation
- Focus specifically on increasing the numbers of junior cricket participation

However, it also agreed that the low levels of female and junior participation represented a significant opportunity for growth.

- **Report on Findings of Volunteer Youth Coordinators on Youth Cricket**

The Board noted the content of a report compiled from data collected by the Volunteer Youth Coordinators into the extent of all youth cricket staged in 2019 across the 15 States in which the VYCs were based. It noted the conclusions on pages 22-23 of the Report and agreed that these conclusions should be used to better inform the design, delivery and prioritization of USA Cricket's youth participation program moving forward.

- **Report on Umpiring Landscape across the country**

The Board noted a report on the prevailing landscape in respect of umpiring in the USA and endorsed the DevCom decision that USA Cricket should take ownership for leading the development of umpiring in the USA rather than partnering with an existing umpire representative organization such as USACUA.

- **Umpires Program & Pathway**

The Board noted that DevCom had considered a first draft Umpires Program and Pathway and that a final version would be considered at its next meeting.

- **Schools Program – Next Steps**

The Board noted that various pieces of work that had been carried out during 2020 or were ongoing in respect of potential school programs in the USA. It agreed that the development of an effective school program was an absolute priority for USA Cricket.

8. ACE Relations Committee – update (SV)

The Board noted the detailed report from the ACE Relations Committee (**ARCom**) on its meeting of 9th September:

- **USAC/ACE relationship principles**

The Board noted that ARCom had agreed that it was important for USAC to apply the following general principles to its relationship with ACE:

- Because of the deep level of integration across the two businesses, the partnership was unique in North American sport and unique in world cricket, so it is going to take time for the relationship to settle and for us to create the optimal partnership model.
- For USAC to be successful, ACE needs to be successful; and vice versa, and so it is important for both parties to collaborate and work together as much as possible.
- To that end, efforts had been made to integrate staff/resources, through dual roles and shared office arrangements and to align the USAC/ACE strategic objectives.

- The dominant mindset (from both sides) in respect of the relationship should therefore be one of collaboration and mutual support, both publicly and privately; and we should be comfortable supporting (rather than distancing ourselves from or criticizing) ACE activities in the community.

The Board noted that ARCom had detected that there was an unhelpful and worrying perception in the community that ACE was seeking to influence important decisions such as the selection of junior coaching positions, or that selection in any zonal/national team is more likely if you attended an ACE controlled Academy.

It noted that to help deal with that false perception and other confusion/concerns in the community, ARCom had agreed that we ought to: (1) develop a note/infographic (including FAQs) which explains the USAC/ACE relationship and publish it on the USAC website; and (2) make sure that the communications 'cheat sheet' note being prepared for all directors should include a few bullet points about the USAC/ACE relationship.

The Board also noted ARCom's recommendation that further thought should be given to the appropriate communications strategy around Minor League Cricket for next year, i.e. whether it should be led and promoted more by ACE and/or USA Cricket or jointly, in order to be most effective.

- **Minor League Cricket – Update**

The Board noted that ARCom had received an update on the following MiLC issues:

- The processes followed to appoint team owners and that ACE had held back from appointing a second team in New York because it had not been able to identify a diverse enough ownership group (i.e. involving individuals of Caribbean descent).
- The processes followed to appoint umpires.
- The latest scheduling considerations in respect of the 2020 Exhibition Matches
- The protocols that had been put in place to mitigate the COVID-19 risks, including the engagement of an independent medical expert and delivery of education sessions to all participants.
- The selection processes that had been followed (from player registration through to team selection) this year.

The Board noted that ARCom had: (1) requested that the cricket operational learnings from MiLC were properly understood and passed on to USAC so that they could be applied in the context of USAC's national tournaments or wherever else similar; and (2) directed that since MiLC represented an important part of the pathway to the US National T20 team, USA Cricket should play a greater role in helping to determine the selection process and policies for next year.

- **Infrastructure - Update**

The Board noted that ARCom had received the following update on infrastructure:

- An explanation of the approach taken in respect of developing turf facilities in each region and the commitments that had been made by the MILC team owners in this respect.
- Details about the facility at Morgan Hill in the Bay Area and how it was intended that it could quickly become a temporary 'High Performance Centre'; and that there were discussions ongoing with the owners at Prairie View, Houston about an additional HP center in that location.
- ACE were close to securing the first Major League venue in Dallas in a repurposed baseball stadium and that it may be that a more permanent HP center would be established there, with anticipated completion either at the end of 2021 or early 2022.
- USAC management had recently commenced discussions with ACE at a high level about the appropriate strategy and standards of developing a HP center and plan in the USA, and that it would be brought through the Cricket Committee in due course.

- **Minor League Governing Council**

The Board noted that:

- The role of the MLGC was likely to shrink in terms of responsibilities moving forward, with local organization being pushed more towards the local team owners, and central regulation being coordinated centrally by the MiLC Tournament Director. The MLGC was likely to become more about the development, interpretation and enforcement of rules and regulations.
- In addition to the close day-to-day operational relationship that would be in existence through the support and input from the USAC staff, ACE was willing to have a USAC Board director appointed to the MLGC in a non-voting capacity in order to make sure that USAC's interests are always presented and considered.
- ARCom had agreed to recommend to the Board that: (1) the USAC representative on the MLGC should be the Chair of the Cricket Committee; and (2) the issue of whether it is appropriate for other USAC Board directors to be appointed as members of the MLGC in their individual capacities should be reconsidered.

After discussion, the Board agreed not to appoint any representative to the MiLC Governing Council until it was ready to also address the issue of whether other directors should be allowed to sit on the MiLC Governing Council.

SV agreed to consider this matter again at the next ARCom meeting.

9. Women & Girls Committee – update (NG)

The Board noted the detailed report from the Women & Girls Committee ('**WomCom**') on its meeting of 16th September:

- **Women’s Cricket in the USA – SWOT analysis**

The Board noted the draft SWOT analysis that had been prepared by WomCom in order to try and get a better understanding of the current strengths, weaknesses, opportunities and threats facing women’s cricket in the USA.

- **Women & Girls Participation Report (Summer 2020)**

The Board noted that WomCom had considered female participation data that had come out of three different reports and that the prevailing situation reflected very low levels of participation.

It noted that further work needed to be done in order to draw all of the relevant insight out of the reports, but WomCom had agreed that the overall picture was that of a very small number of female participants across the country and that the objective of growing the number of women and girls that play cricket would need to be a core part of the overarching plan to increase the amount of engagement with women and girls at all levels of the sport.

- **Plan to grow women’s cricket in the USA**

The Board noted that one of WomCom’s primary objectives was to develop a plan, that was aligned to the overarching structure of the Foundational Plan, to grow women’s cricket in the USA.

The Board noted that the plan would be worked on over the coming meetings and that a final plan would be presented to the Board in due course, hopefully at the next meeting in December.

10. Finance & Commercial Affairs Committee – update (AG)

The Board was provided with an oral update on the meeting of the Finance & Commercial Affairs Committee (**FinCom**) on 22 September.

- **Financial Overview of USA Cricket**

The Board noted that a financial overview of USA Cricket had been provided to FinCom and it endorsed the FinCom recommendation that there would be merit in publicizing certain aspects of the USAC/ACE relationship in order to better inform the community how the relationship works and how it is beneficial for the entire community.

- **2019 Financial results – review and learnings**

The Board noted that the FinCom had reviewed the 2019 financial results and learnings; and approved the recommendation that the audited 2019 financial statements and annual return of USAC should be made public, provided that additional narrative (including to explain the timing of the release of the information) be included at the same time as the release so as to provide sufficient context to this information.

- **Report on Q2 financials**

The Board noted that FinCom had reviewed a financial report that had been prepared as at the end of Q2 and that meetings in 2021 would be scheduled to align more closely with the quarterly financial reporting cycle in order to provide more timely information to FinCom.

- **Delegation of Authority policy**

The Board approved the recommendation from FinCom that the Delegation of Authority policy document be adopted as proposed with immediate effect, and that a review of this policy be conducted after a period of 12 months to ensure that it remains fit-for-purpose.

11. Membership Working Group – Update (AB)

The Board noted the detailed report from the Membership Working Group ('**MWG**') on its meeting of 1st September:

- **USA Cricket Membership Platform**

The Board noted that the MWG had provided with an on-line demonstration of the proposed USAC membership platform and some of its features and that it had requested that management take care to ensure that the following issues are addressed carefully as the platform is developed:

- Compliance with relevant data protection laws.
- Implementation of proper protocols around who/which members can access which information.
- Development of appropriate disclaimers, privacy notices and other similar documentation
- Consider and test how to integrate background checks for certain categories of members
- Consider and test how the credit card payment processing works
- Ensure that the system caters for individuals who might not be associated with any club or leagues

- **USA Cricket Membership – Key Questions, Next Steps and Timelines**

The Board noted that the MWG had recommended that, whilst the portal is being developed, management should continue efforts to convert as many of the Leagues and Academies (who have previously committed to purchase USAC nationwide insurance) to provide data for inclusion into the portal in the short-term.

The Board approved the following MWG recommendations around membership as and when the portal goes live:

- Membership should be made available to all categories of Members and we should not discriminate against any other Clubs, Leagues or Individuals who wish to become members of USAC but who have not been able to play cricket this year and avail of the insurance benefits.
- No free membership should be offered for any category of Member.

- Membership must be fully paid for prior to the benefits kicking in and the system should not allow a membership fee to be paid at some point in the future.
- Membership be made available in the short-term for any League, Club or Individual at the same rate as was offered to everybody all year, i.e. \$7.00 p/p, whether they have availed of the insurance benefits or not. This avoids any differential treatment and covers the period ending 1 March 2021 (i.e. the end of the insurance period).

RS requested that the membership rate be communicated as a 'one-off' COVID discounted rate to ensure that expectations around low pricing in the future were not set.

The Board noted that, assuming the roll-out of the portal is successful, management would develop a clear articulation of Membership packages/benefits for each of the constituent membership groups for consideration by MWG at its November meeting, including full price package pricing/strategy for promotion/roll-out in 2021.

The Board also endorsed the following points of principle raised by the MWG:

- Only relevant USAC management will have access to the data about Leagues/Academies, Clubs and Individuals.
- Where other individuals need such access in order to provide support to USAC (e.g. to provide technology support or NGC access for the purposes of overseeing a future election), all such individuals will be required to sign an NDA and confirm that they will only use such information for appropriate purposes.
- It is not appropriate for USAC Board directors to have such access for the purposes of campaigning as part of any future election or otherwise, and that where any such request was made it ought to be reported to the Board.
- It was not part of the MWG responsibility to make a formal recommendation as to the cut-off date for membership ahead of the election.

In response to questions raised by VP, the Board noted that:

- the cut-off date for registration ahead of the 2020 Board election would be determined by the NGC (and not by the MWG or the Board); and
- how the definition of Leagues should be interpreted was a matter that would be considered by the NGC (and not the MWG or the Board).

12. 2020 Election Matters (IH)

- **Waiver of constitutional requirements**

The Board considered the detailed paper which set out the various membership challenges that had arisen since the membership renewal process in the summer of 2019. In light of those challenges, and for the following related reasons, the Board unanimously agreed that certain constitutional requirements should be temporarily waived for the 2020 Board elections:

- To involve more members of the USA Cricket community in the election process and make it more inclusive.
- To incentivize more members of the USA Cricket community to become members of USA Cricket.
- To acknowledge the challenges that USA Cricket has had with its old membership registration system which resulted in numerous complaints about functionality and caused an inability for individuals to register as members for many months, and which has now been retired and is no longer available.
- To acknowledge and respect the challenges faced by Clubs and Leagues up and down the country as a result of COVID and to avoid Clubs being treated differently as a result of whether they have been able to attract members or schedule fixtures in a year as a result of the COVID impact or decisions taken by Leagues in which they participate.

After discussion, the Board unanimously agreed: (1) that the existing membership of USA Cricket be extended at no additional cost and shall continue until the date upon which the new USAC membership platform is fully launched; and (2) that the Member Resolutions set out in Appendix A to the meeting paper be proposed to the existing individual members that are eligible to vote for their approval by way of a circular resolution.

- **The Nominating & Governance Committee**

The Board approved the continuing appointment of Jim Isch, Jagan Jagannathan and Amy Perko as members of the NGC, and that Srinu Salver (Male Player Director) would be entitled to appoint a Male National Player to the NGC for the 2020 Election to replace Sara Farooq who had been appointed by Nadia Gruny in 2019.

The Board also acknowledged that IH would provide support to the NGC and AG requested the NGC to consider what further (if any) support it might need to carry out its duties independently and effectively.

13. Committee Terms of Reference (IH)

The Board approved the proposed Terms of Reference manual attached as an Appendix to the meeting paper, subject to the following points of clarification being incorporated to address the outstanding points of where responsibility for the Zonal/National Tournaments should lie:

- the Cricket Committee will be responsible for providing guidance and oversight to the: (1) Men's and Women's Senior National/Zonal Tournaments and structure; and (2) Men's Youth National/Zonal Tournaments and structure at all age groups where there is a plan to select a national team in that calendar year.

- the Women & Girls Committee will be responsible for providing guidance and oversight to the Women's Youth National/Zonal Tournaments and structure.
- the Development Committee will be responsible for providing guidance and oversight to the Men's Youth National/Zonal Tournaments and structure at all age groups where there is no plan to select a national team in that calendar year.

14. AOB (IH)

- **Circular resolutions passed since the last Board meeting:**

N/A