

Minutes of Hub Board meeting – 17th May 2023

Attendees

- Ruth Keeling, Dave Morris, Joan Curtis, Sandra Sutherland, Sarah Hazlehurst, Roxanna Slavcheva, Carola Kornfeld, Issy Harvey, Anthony Bailly, Yvonne Richards

Apologies

- David Selby

Conflicts of interest

- Sue Jameson is Haringey Cllr for Bruce Castle

Minutes of last meeting

- [Hub board minutes 12 April 2023 - DRAFT.docx](#) and [AGM 22.04.23](#) both approved

Board Roles

List of filled roles

- Chair and personnel: Ruth Keeling
- Secretary and communications: Sarah Hazleton
- Treasurer: David Selby.
- Assistant treasurer, fundraising and the environment: Roxana Slavcheva
- Safeguarding: Sue Jameson
- Membership: Joan Curtis and Issy Harvey
- Events and diversity & inclusion: Yvonne Richards
- Operations and staff rep: Carola
- IT: Anthony
- Building: Dave Morris

Discussion and other actions

- Board members standing down from busy roles were thanked for their hard work, especially Dave, Sandra and Sue who have worked hard as chair, personnel and secretary for several years.
- **Sarah and Ruth** expressed interest in supporting Yvonne with work on diversity and inclusion
- Volunteering role remains unfilled; **volunteering coordinator** to come to next month's meeting to give an update on volunteering and we could discuss volunteering strategy and whether a board member for volunteering is urgently needed.

- **Dave, Carola and Danny** to meet to discuss priorities for building and report back to board at next meeting, including whether board/staff have enough capacity or whether we should advertise for a building-focused volunteer or board member
- **Roxana and Dave** to meet up to discuss Hub environmental issues and role.
- The list of [LRec Hub strategic roles.docx](#) has been updated. **All board members** to review their role description and suggest amends as they get up to speed with their new roles.

Staff appraisals

- Board member for personnel summarised the Spring staff appraisal process and next steps: [Staff appraisals Spring 2023 - summary report for board.docx](#)

Discussion

- Board discussed impact of pay levels on staff wellbeing and staff mood. There had been a recent pay rise, and pay remains above London living wage, but living costs are rising all the time.
- Important for Hub to invest in non-pay benefits, including training and development, and also non-pay rewards such as discounted gym membership or other perks which have been requested by staff.
- Next round of staff appraisals will happen in September.

Board-staff workshop on Friday June 9th

- **Anthony** volunteered to organise this workshop
- **Ruth** to explain topics covered in previous workshops and other details

AOB

- Every board member to have an @lordshipclub email. **Ruth** organising.
- About us section of website needs updating with new board members and new roles, including photos. **Ruth** to update website
- Financial conduct authority has accepted our constitution. Now we need to register the land- **Dave Morris** to do this.
- Added value of specific services submitted to the council for the last year as per the lease agreement, to offset our rent charge.
- Events coming up.
 - Hub birthday celebrations (July) to be discussed in the **events group**.
 - 25th June Windrush celebration. **Janice and Joan** organising
- Carola needs some board support with the insurance. **Ruth** to look over.