

**RED IMPS COMMUNITY TRUST (RICT)**  
**Notes of the Board Meeting (BM) held online starting at 7.01pm**  
**on Wednesday 10<sup>th</sup> December 2025**

**1 PARTICIPATION**

- a. In attendance were Rob Bradley (RB) – Chair and Fan Engagement Team Co-Leader (FETCL); Mandi Slater (MS) – Vice-Chair and Fan-Elected Club Director (FECD) - John O’Gaunts Club; Chris Baldam (CB) - Events, Fundraising & Commercial Co-ordinator; Biff Bean (BB) – Community Engagement Team Leader; Julian Buttery (JBU) – Football Supporters’ Association (FSA) Engagement Director; Phil Scafton (PS) – FECD; Tom Baker (TB); Gavin Gordon (GG); Kirsty Hackney (KH); Claire Hunsley (CH); Steve Freestone (SF) – Company Secretary; Ian Hodgson (IH) – Membership Secretary; and Andy Porter (AP) – Minutes Recorder.
- b. Apologies for absence were received from Emma Crellin (EC) – FETCL; Steve Tointon (ST) – Treasurer; Jonathan Battersby (JBA); and Alice Carter (AC), representing Lincoln City Foundation (LCF).

**2 NOTES OF PREVIOUS MEETINGS**

- a. Notes of RICT’s BM on 08/10/25 had been published on RICT’s website, with their availability being announced via RICT’s social media channels.
- b. Notes of RICT’s BM on 12/11/25 would be published on RICT’s website, with their availability being announced via RICT’s social media channels.

**3 FAN ENGAGEMENT**

- a. RICT’s Youth Survey had been completed by numerous young fans, either online or using the hard copy leaflets distributed before the last six home matches. **ACTION: EC would make recommendations after analysing all responses received with RICT member Anita Pritchard.**
- b. Topical news items continued to be published on RICT’s website, which was also updated when (i) departure times and prices were confirmed for Red Imps Association Travel Section coaches, (ii) tickets for those coaches went on and off sale and (iii) match details were changed, such as because of the postponement of the match at Exeter City.
- c. RICT’s social media output was going very well.
- d. RICT’s Pod in the University of Lincoln Fan Village (FV) at the LNER Stadium continued to attract many visitors before all home matches, with sales of enhanced teamsheets, prog-zines and Club-related publications going very well and with freebies (such as RICT pens and notepads) for youngsters also being popular.
- e. Conor McGrandles had won RICT’s polls for the Player of the Month in both October and November. He had been presented with the October award before the match on 15/11/25 and with the November award before the match on 09/12/25.
- f. A regular update message had been sent on 30/11/25 to all RICT members for whom an email address was held, save for those who had unsubscribed.
- g. Two more articles about RICT had been published in the Lincolnshire Echo.
- h. RICT had publicised on its website and through its social media channels the sales from its FV Pod of the “IMPress” prog-zine, produced independently of RICT by two of its members, Mel Tointon and Phil Bradley. Re-prints of the first edition had sold out before the match on 15/11/25 and sales of the second edition had gone very well before the subsequent three games. The third edition would go on sale before the match on 20/12/25.

#### 4 CLUB ENGAGEMENT

- a. Discussion took place on various relevant agenda items that would be considered at the Club's Strategy BM on 11/12/25, subject to the applicable rules of confidentiality. PS and MS would represent RICT at that BM. It was anticipated that the Club would in due course follow its usual practice of publishing summaries of key points of interest to the wider fanbase.
- b. JBa and JBu had attended the Club's Fan Advisory Board (FAB) meeting on 15/11/25, minutes of which had been published on the Club's website. JBa and JBu would attend (i) the next FAB meeting, the date of which had not yet been confirmed, which would focus on the single topic of future season ticketing, and (ii) the subsequent FAB meeting on 22/01/26.
- c. Club and police action was ongoing against various people alleged to have been involved in two instances of sectarian chanting during the match on 03/05/25 and in homophobic chants during the match on 23/09/25. It was noted that the English Football League Supporter Sanctioning Guidance (issued in conjunction with the FSA) took a holistic approach to negative spectator behaviour, with education and restorative justice supplementing traditional punitive actions.
- d. RB and PS had met Jason Futers, the Club's Chief Growth and Innovation Officer, on 13/11/25 for a general review of operational matters and wider issues affecting RICT and the Club.
- e. RB had met Rob Noble, the Club's Head of Club Services, and Luke Thornhill, the Club's Head of Marketing & Communications, to arrange the filming of a mascot walking out with the team before a future match, so that users of headsets provided by Tension Twisted Realities, RICT's main sponsor, could enjoy before subsequent home matches a virtual reality experience in RICT's FV Pod and in Poacher's Den at the LNER Stadium.
- f. RB and GG, as members of the Club's Mental Health First Responder Team, had attended a refresher training course at Grimsby Town FC on 09/12/25 and earlier on 10/12/25.
- g. EC and JBu had registered their interest in attending the online Club Fans' Forum to discuss maintaining and developing welcoming atmospheres at the LNER Stadium.
- h. RB and PS would represent RICT at a Four Party Meeting on 18/12/25, when they and representatives of the Club, its Former Players Association (FPA) and LCF would share updates.
- i. A RICT member had made some suggestions for enhancing the matchday experiences of fans with disabilities. FAB member Charlie Beeston was working on a Disability Access Research project, on completion of which he would focus on the Club's Disabled Supporters Association, which CH would be happy to assist.

#### 5 CLUB HERITAGE PRESERVATION

- a. Another exhibit had been uploaded to RICT's virtual museum since the previous RICT BM.
- b. Various Club heritage items had been donated to RICT. **ACTION: SF would determine which items should be exhibited in RICT's online museum, which should be retained for archive purposes and which could be offered for sale.**

#### 6 COMMUNITY ENGAGEMENT

- a. In order to raise funds for LCF, RICT's permanent charity partner, a memorabilia sale of surplus items of RICT stock would be held at RICT's FV Pod before a future home match. In the meantime, donations were being received before all home games, with further funds being raised for LCF from sales of shirts donated by RICT members and from sales of RB's "Imposter" book. Attention had been drawn on RICT's website to LCF's Christmas Extravaganza on 22/12/25.

- b. Before the match on 29/11/25, RICT's FV Pod had served as one of the dropping-off points for donated items for the Lincolnshire Co-op Secret Santa appeal, supported by LCF.
- c. A survey was being undertaken about fitness issues amongst people in the 12-18 years age range, which had been identified as a concern by TB and Selina Lowis, LCF's Youth Mentor. **ACTION: When the results of that survey had been analysed, TB, BB and JBu would submit recommendations about projects that could be supported with the funds raised by the "RICT Community Team 2025" initiative that had been earmarked for youth initiatives.** It was noted that further support from City of Lincoln Council (CoLC) might be available, if justified by the survey results.
- d. Seven businesses had each pledged £100 to participate in the "RICT Community Team 2026", which would raise funds for good causes in the local community. Work was ongoing to recruit six more local businesses.
- e. The importance of the NHS Bowel Cancer Screening programme had been highlighted to fans by Conor Broughton when he visited RICT's FV Pod before the match on 15/11/25.
- f. Before the match on 02/12/25, RICT's FV Pod had served as a dropping-off point for donations in support of the Bridge Church Christmas Sack Appeal.
- g. BB had assisted Edison's Light (EL), a local charity supporting families bereaved due to the death/loss of babies, in securing a CoLC Community Funding Programme grant. **ACTION: Representatives of EL would visit RICT's FV Pod before a future home match in order to raise awareness of their work.**

## 7 FSA ENGAGEMENT

- a. The wording of a report of the meeting on 12/11/25 between RICT Board Members and Martyn Henderson (MH), Chief Operating Officer of the Independent Football Regulator (IFR), had been agreed with MH and published on RICT's website, with its availability being announced through RICT's social media channels. The FAB had expressed its gratitude for RICT's invitation (which had been accepted by Tony Smith (TS), the FAB Chair) to all FAB members to attend that meeting.
- b. The IFR's Licensing Scheme Consultation Paper (LSCP) had been circulated to all RICT Board Members for comment. A draft response, taking into account all comments received, had subsequently also been circulated to them (with courtesy copies to the Club and to TS) for any further observations. RICT's formal response (a copy of which had also been circulated to all RICT Board Members) to the LSCP had then been sent to the IFR before its deadline of 08/12/25. It was envisaged that, having regard to all responses received, the IFR would consult further in the spring of 2026 on draft rules to give effect to the new licensing regime. **ACTION: JBu would continue to monitor future IFR consultations.**
- c. Hamish Falconer, Member of Parliament for Lincoln, had discussed various issues relating to RICT and the Club when visiting RICT's FV Pod before the match on 15/11/25.
- d. Due in particular to the advent of the IFR, JBu's evolving responsibilities had required him to engage with various external parties, in addition to the FSA. With immediate effect, amendments were made to the Role Description (RD) for the FSA Engagement Director, to convert it into a RD for an External Relations Director. **ACTION: On RICT's website, AP would substitute the new RD for the old one, update the governance structure flowchart and modify appropriately the biographical details for JBu.**

## 8 EVENTS, FUNDRAISING AND COMMERCIAL ACTIVITIES

- a. RICT's Handbook of Data Protection Procedures (HoDPP), published on RICT's website, had been updated to add references to RICT's LinkedIn account, CB having been added as joint Admin with MS and all personal data being protected by the model contract clauses used by corporations based in the United States of America.
- b. Consideration was being given to refining RICT's Red and White Membership Scheme packages, in order to increase RICT's income, by attracting new businesses that did not belong to the Club's sponsorship and partnership schemes. **ACTION: CB, RB and EC would meet to consider the opportunities.**

## 9 MEMBERSHIP

Details had been received since the previous RICT BM of people who had joined RICT through the Club's Bronze Membership Scheme. They had been added to RICT's Membership List and sent a welcome email. RICT's total membership (excluding members of the FPA) was 6,634.

## 10 GOVERNANCE

- a. Biographical details and a photograph of TB had not yet been published on RICT's website. **ACTION: TB, JBu and SF would liaise to take the necessary action.**
- b. No guidance had been issued since the previous RICT BM by the Information Commissioner's Office (ICO) on the Data Use and Access Act 2025. **ACTION: AP would continue to monitor ICO guidance and highlight anything requiring attention.**
- c. Two vacancies remained for RICT Board Members without a specific portfolio.

## 11 FINANCES

- a. ST had reported that everything had been running smoothly since the previous BM. **ACTION: Prior to the following BM, ST would initiate the preparation of the accounts for the year to 31/12/25 and would circulate a financial update to all RICT Board Members.**
- b. RICT's HoDPP, published on RICT's website, had been updated to delete the references to the obsolete standalone Urbansoul Design website for holders of Stacey West Investment Bonds.
- c. The credit/debit card payment machine used at RICT's FV Pod had malfunctioned once again and could not be repaired. ST was authorised to use RICT's funds to buy a replacement. **ACTION: RB would inform ST of that decision.**

## 12 DATE OF NEXT MEETING

The next RICT BM would be held in a hybrid format (assuming that satisfactory audio volume arrangements could be made) at 7.00pm on Wednesday 14/01/26, with RICT Board Members attending either in person at the Main Conference Room, Greetwell Place, 2 Lime Kiln Way, Lincoln LN2 4US or virtually via Zoom.

## 13 ANY OTHER BUSINESS

There being no further business, the BM closed at 8.04pm, with seasonal greetings being exchanged.