

Minutes of OUSP FAB Proposals Meeting

Thursday 3rd April 2025, 7pm

Microsoft Teams



		Action
1.	Attendees	
	<p>Janine Bailey (Chair) (JB), Matthew O'Donoghue (Secretary) (MO'D), Grace Bailey (GB), Pete Green (PG), Ohad Green (OG), Paul Scaysbrook (PS), Andy Holding (AH), Paul Peros (OxVox) (PP).</p> <p>Apologies: Pete Chilton (PC).</p>	
2.	Review of OxVox proposals	
	<p>OxVox provided a summary of their proposals to OUSP in advance of the meeting.</p> <p>The points raised in those proposals can be seen in full in appendix 1. A summary of the discussion of the points can be found below.</p> <p>PP raised the point that the FAB should be seen as an entirely new entity to distinguish it from OUSP and to encourage new people to feel that they can get involved. JB agreed that care would be needed in framing it and moving away from labels, but that it was important for there to be continuity between existing models and the FAB.</p> <p>PP proposed that there should be three spaces reserved on the FAB for current OUSP representatives and that the others would then have the right to stand for the remaining open seats. PS asserted that it was important to try and keep some continuity. JB stated that the proposed amendment did not reflect what was agreed at the meeting in February with the FSA, and would create issues to make the transition period work.</p> <p>PP sought clarity on the role of the Chair of the FAB and whether they would automatically sit on any sub committees, requesting that OxVox have a 'co-chair' as part of those discussions. MO'D and JB referred to the proposed Terms of Reference and clarified that the chair of the FAB does not automatically sit on any committee and the sub groups would be decided on by the FAB members. Furthermore, that OxVox representatives could stand for the positions of Chair, Vice-chair or secretary in their own right and reserving a place in that way was too prescriptive.</p> <p>Regarding the election committee. PP stated that OxVox would like to have a place on the election committee, however others felt that as OxVox would have full autonomy over the appointment of their three representatives that they should not also influence the individually elected posts.</p> <p>PP noted OxVox concerns regarding how much influence there could be with regard to the role of the Application and Interview panel and who has the right to put themselves forwards for the FAB. There is concern that there could be unfair exclusion of certain individuals. All agreed that the process should not be excluding anyone for any reason that is not transparent, although the eligibility criteria as written is very broad (only excluding those with a current stadium ban or employees of the club). JB noted that there may be a need to extend the diversity of FAB membership, as one of the objectives is for the board</p>	

	<p>to represent a cross section of supporters, and acknowledged that it was important to be careful and transparent. Ultimately, the Interview Panel (which has a majority of fan representatives) has the final say on eligibility and which candidates go forward to a public vote.</p> <p>PP requested clarity on current OUSP members terms of office in the relation to the FAB. JB referenced the Transition Plan previously circulated which showed after one year the new cycle of two individually elected reps standing down and two more elected would be achieved.</p> <p>Regarding terms of office for individually elected FAB members JB showed that the Terms of Reference draft requires a mandatory break of at least one year after an individually elected member has completed two terms of 3 years. The roles of Chair, Vice chair and Secretary will be elected annually at a FAB meeting and would be open to all FAB members, including OxVox representatives. The consideration of people staying too long in role was discussed.</p> <p>OUSP agreed that OxVox to take control of running the Fans Forums.</p> <p>PP noted that OxVox have asked for written confirmation from the club with regard to certain to verbal agreements that have been made.</p>	
3.	Any further amendments to OUSP FAB Proposal Documentation	
	An opportunity to make further amendments to OUSP FAB Proposal Documentation. No further amendments were suggested.	
4.	Vote on whether to recommend proposed documents amending Memorandum of Understanding, Terms of Reference and associated Policies for consideration by the Club in order to establish Oxford United FAB	
	<p>A vote to recommend the following documents for consideration by the Club in order to establish Oxford United FAB was taken. The Proposed documents were:</p> <p>2025 03 31 Oxford United FAB – Terms of Reference 2025 03 31 Oxford United FAB – Memorandum of Understanding 2025 03 31 Oxford United FAB – Election Policy 2025 03 31 Oxford United FAB – Confidentiality Policy 2025 03 31 Oxford United FAB – Code of Conduct 2025 03 31 Oxford United FAB proposed transition plan</p> <p>The result of the vote was: 6 voted for, none against, 1 abstention.</p> <p>The vote was passed by the six panel members present and it was agreed that the proposal would be sent to the club.</p>	JB

5.	Review Ticket Proposal from club and collate feedback	
	<p>OUSP had received the Ticketing Proposal for next season from the club. This had been circulated to members and it was requested that panel members email the secretary with their comments so that they could be collated and sent to Lee Barton in advance of the meeting.</p> <p>Some specific points were briefly discussed (Withheld from minutes currently due to confidentiality)</p>	
6.	Any Other Business	
	<p>MOD and JB wanted to place on record their thanks to all people involved in the FAB and ticket proposal work for their time and dedication to the project and for the significant time that had been given up in the last few weeks with meetings being added and changed.</p> <p>There was no further business.</p>	
7.	Date for Next Meeting	
	Monday 14 th April – Ticketing Proposal meeting with the club - 5pm online	MO'D

Appendix 1 – OxVox Proposals/Clarifications

- The FAB should be viewed and publicised as an entirely new entity. It has a very different role and remit to OUSP and it would benefit from a clean break in the eyes of supporters.
- OUSP should have equity in getting three guaranteed places to start the board off. Of course those three not selected would have every right to apply to be voted on and, in all probability would be, but it would show supporters this was an open board not dominated by any one group.
- The election committee/Chair. For clarity on this OxVox have no want to dominate this but with what is starting to look like a slightly more expanded role for the Chair and 'sub group' of secretary/election reps we would ask that we hold a co chair position each year. We are happy to cede responsibilities to the elected chair but this nominal post would offer us a seat a sub group meetings with the club and one of the two places on the election/shortlist group.

- We have slight concerns over the shortlisting process. We agree any supporters under a banning order or similar connected to football should be excluded but the bar should remain low for those put forward to vote. It would be wrong of us to be able to overly shape who gets the opportunity to stand if they have agreed to the terms.
- It would be good to get clarification on a couple of points. We have no issue with the secretary holding a two year role for continuity but can they, or the Chair after one year, immediately stand for re-election? Might it be healthier to have at least one year gap on that? Can we also confirm the period of tenure for those entering directly without election. Is that two years and do they need to stand down for two cycles once their term is done? However long the initial period we feel a gap to allow new board members would be healthy. Of course if no new applications are received then this may be put aside and board members may apply again.
- In our last email we asked the club to confirm in writing their assurances that OxVox would maintain their current access to established meetings such as regular meetings when Grant is in Oxford (to which he has verbally agreed), financial updates with Tim and the FD, the running of the two Fans Forums per year and also our ability to contact the club when necessary, outside of the FAB cycle. These are not FAB issues but we would appreciate written confirmation to these verbal agreements.