

PRESENT:

Rob Weighill	(RW)	Chairman
Roddy Christie	(RC)	Secretary General
Carl Carrier	(CC)	Member Elected Director
Richard Crawford	(RCr)	Finance Director
John Mead	(JM)	Director
Elizabeth Sedgwick	(ES)	Director
Sarah Greig	(SG)	Director
Iain Sheridan	(IS)	Honorary Legal Representative
Jock Inkster	(JI)	In attendance

APOLOGIES: N/A

Action

1. FORMALITIES

1.1 Apologies & Conflicts. There were no apologies or conflicts.

1.2 Introduction. RW Welcomed the board to the meeting and thanked them for attending. RW made the following opening remarks:

- RW publicly thanked the board for their help and support in particular to RC, CC and RCr.
- BBU is now coming to the end of a 2-year transition and the board is now established with clear understanding of the direction of travel.
- There is a need to build additional capacity beyond that available currently the board asap, in order not to just maintain the status quo.
 - JM asked whether we could buy in some of the functions and stated that some point it was likely that a full time, salaried Sec Gen would be necessary.
 - There is a need to identify the roles/posts required, draft the ToRs for them and then advertise to fill them. JI agreed to take on this task.
- The military is still the greatest source of talent and retaining strong relations with all elements of the military was important.

JI

1.3 Minutes of the 94th BBU Board Meeting. The Minutes of the 93rd Bd Mtg were accepted.

1.4 Matters Arising. RC Raised the following point from the previous minutes:

- 2.1 The IBU is no longer the sole income stream since the rollout of the new BBU membership policy.
- 2.1 RC disputed that the cost of attendance at IBU events was cost neutral. In the overall scheme, non-attendance would result in a reduction in the amount of money available to us from the IBU. However, the event specific grant did not cover the whole cost of attending.
- 2.1 RC asked RCr for an update on Monzo etc. – See below.
- 2.1 Board had agreed a lottery committee should be established. No further forward on this.
- 3.2 Norwegian Lodge could be used by civilians and the risk lies with the booking unit to ensure the safety of those individuals.
- 3.2 RC had previously requested a single point of contact be established for interface with military athletes. Major James Sandford has taken on this role.
- 4.2 RC stated there had been no further movement on a link up with BSS, now GB Snowsport (GBS). Although universally it was felt that a strong partnership with GBS was pragmatic, there had been no movement from GBS since the last inconclusive meeting in August 2018 and no further contact. An informal link up is discussed later.
- 6.1 The store will be cleared by athletes on Monday 4th February and CC and RC would oversee that. It would then be handed back by the end of March (end of lease). Kit is to be stored by CC in a location that is considered dry and easily monitored. CC to confirm the cost of this.
- 6.4 RC had aspired to develop relations with Glenmore Lodge and look at it as the home of British Biathlon. Whilst it may be possible to continue to train British athletes there, military units are not welcome there after 500 empty cases and 3 live rounds were left on the firing point by a military unit.

CC

2. Finance

- 2.1**
- Accounts for 2016/17 are to be presented to the AGM for acceptance.
 - Accounts for 2017/18 have been received from the accounts, but only in the draft and therefore we are not able to present to the AGM.
 - Accounts for 2018/19 will be with the accountant NLT 1 Oct 19 and should be received by Dec 19.

A summary of these accounts and of the current financial position is in the attached powerpoint. RCr pointed out that approximately 70% of our expenditure is on the sport and 30% on administration a ratio we will aim to sustain.

- Further research will be done on credit card for the Sec Gen and Fin Director which will make the purchase of flights easier/quicker and minimise the necessary accounting. RCr
 - Further research will be done on the provision of a method of giving athletes/coaches money on the move = perhaps via a Monzo/Revolut type charge card. RCr
- 2.2**
- **BBU Lottery.** There was no update to the BBU Lottery, though the requirement to establish a Lottery Committee to award this money, with associated ToRs remained. CC had volunteered to lead on this. CC

3. Sport

3.1 Current Ops – Last 6 months. RC briefed on the following:

Sport

- A military camp was run at Glenmore Lodge in October which was kindly opened to civilian athletes. This was a good example of cooperation which was compromised by the above-mentioned ammunition issue.
- A further camp was run, supported by Marcel Laponder in Beitostollen, NOR. 3 athletes took part in it (Adam Williams, Miles Cawood and Holly Rees-Lay).
- Selection races, also run by Marcel Laponder and attended by RC, took place in Geilo, NOR at the beginning of December resulting in the selection of the following for IBU Cup:
 - Adam Williams
 - Adam Peacock
 - Brett Stevens
 - Holly Rees-Lay (in absentia due to illness)
 - James Smith
 - Miles Cawood
 - Shawna Pendry (in absentia – due to school commitments)
 - Vinny Fountain.
- Adam Williams, Holly Rees-lay and Vinny Fountain attended IBU Cups 2 and 3 supported by Mike Lay and Miles Cawood attended IBU Junior Cup 2 and was joined by Shawna Pendry for IBU Junior Cup 3, both supported by Kev Kane.
- Adam Peacock, Brett Stevens and James Smith attended IBU Cup 5 in Arber, GER, supported by Joe Brooks.
- RC publicly thanked Marcel, Mike, Kev and Joe for their support without which there would have been little ability to attend the IBU Cups.
- Shawna Pendry will compete at the European Youth Olympic Festival in Sarajevo, BIH in February, supported by Ian Pendry.
- We will send a team consisting of Adam Williams, James Smith and Vinny Fountain to the OECH in Minsk, followed by IBU Cups 7 and 8 in Otepaa, EST and Martell, ITA respectively, supported by Joe Brooks and Marcel Laponder.
- Miles Cawood and Shawna Pendry will attend JOECH in Susjoen, NOR supported by Ian Pendry.
- Finally, we will send Titus Clark, Tristan Marshall and Jake Bell to the Future Stars event in Ostersund, SWE.

JM/ES

Comments:

- CC explained the IBU points system and how the selection criteria had been based on attempt to ensure that athletes competing were at a standard that allowed them to achieve 300 race points or lower at the start of Trimester 1. The selection was not perfect but best we could achieve and had been a committee decision overseen by RW.
- CC explained the planned BBU/BNDS collaboration. For various reasons, BNDS are reluctant to have a formal arrangement with BBU in particular because they do not want to dilute relations with Snowsport Scotland. There are 3 biathletes training within the British Nordic Development Squad (BNDS) squad and CC felt that there should be a proportionate investment in the camps to help support those athletes, pending a time when we were able to develop our own athletes at Youth/Junior Level. CC will link RC with Richard Newman at BNDS. CC was also requested to identify a POC at

CC

Snowsport Scotland.

Admin:

- Membership has risen to c370, which has brought with it a tangible benefit to members in the form of insurance and a t shirt, as well as a needed second revenue stream for the BBU.
- The Website has some significant challenges and will be given a revamp over the next two months.
- Linked to the website will be a shop selling useful, biathlon related merchandise.

3.2 Military Plans/Policy

JM briefed the following:

- The policy of 30 days training on snow is proving challenging and disadvantageous to some units based on geography. Amendments to this policy are in discussion.
- The 'Strawman' paper by Lt Col Chris Coton is also being reviewed with the aim of having a final version complete by the end of Ex Rucksack for submission and approval. The paper outlines a plan for an Army Development squad.
- There has been limited progress on the use of military rifles by off-duty personnel. As a start point all personnel with the aspiration of using a military rifle in international competition should have a valid firearms licence. JM agreed to pursue ways of releasing these weapons, accepting that the ideal and the aspiration was for athletes to own their own weapons.

JM

3.3 Season 2019/20 Plans. CC outlined the development plans for the upcoming season.

- The plans hinge on the employment of a fulltime coach to support the development of the team. Ilario Maddalin (IM) has been approached and 'sounded out' about being the GB coach. The board agreed that BBU should formally offer him the position and take him on for a year from 1 April as a pilot. RC/CC would discuss with IM on his return from USA.
- The aim for the forthcoming season is to run a development programme that takes athletes through the summer and into the 19/20 season. The programme has 3 tiers based on levels of commitment ranging from fulltime, part time and little time. All 3 tiers will have a unified training pathway which athletes can take part in depending on their level of commitment.
- Athletes will be selected and formally placed on contract to the BBU. Where necessary, the military chain of command would be fully engaged with the process.
- The development plan will come at financial cost to the athletes - the challenge will be to identify what the costs are, which in turn will be dependent on the number of athletes attending. RC stated there is some risk involved here and that the BBU would have to absorb the risk in order for the plan to be successful.
- The aim is to base the training somewhere for the full duration (ideally), or possibly in 2 locations. Hochfilzen is one option based on the possibility of using good value military accommodation. RW/RC would pursue this further (RW has written to the Austrian military chain of command requesting the use of Hochilzen from May to Oct 19).

RC/CC

RW/RC

Comments:

- JM is concerned that we were doing too much too soon and that we did not have the capacity to deliver on this. He was also concerned that athletes

would not be able to be released for a sufficient period of time to undertake meaningful training.

- CC understood the concern but stated unless the athletes were doing year-round training, they would never succeed in international competition.
- RC stated that there was a meeting of the current IBU team in the next couple of days to gauge the level of commitment from the athletes.
- RC stated that finance is the most challenging issue and working out the budget based on an unknown number of people is difficult. It also requires clarity on what is being paid for by BBU and what isn't, as well as a clear understanding of the financial commitment by the athletes. RC agreed to come up with a financial policy for this.

RC

The board agreed engage IM as the GB Coach for a one year pilot, with the option to extend. The board agreed in principle to the development pathway plan, but showed reservations about the overall commitment and ability to deliver. RC/CC committed to coming up with a formal plan for the board following a conversation with athletes to judge their level of engagement.

4. External Agencies

IBU. RC and RW briefed the board on the recently announced resignation of the IBU Acting Secretary General and other key staff. It was unclear why this had taken place and equally unclear about the ramifications of it for BBU.

No further updates regarding external agencies.

5. Strategy and Governance

5.1 Strategy and Vision. RW stated that the time had come to put a formal strategy and framework in place for the BBU and committed to doing this within 6 months with the help of JM. This would look at Beijing as a first target and attempt to break down the plan year by year.

RW/JM

5.2 Board Terms of Reference. Little progress had been made on ToRs, though SG had managed to get template copies of these.

ALL

- RC will circulate templates of the ToRs and all board members were asked to design their own ToRs, for consideration by the board by 15 March 19.
- JI was asked to lead on this function of the BBU and identify the aspirational roles and responsibilities within the organisation and the associated ToRs.

JI

5.3 Organisational Capacity.

The BBU, in financial terms, is currently working on the basis of a 70/30 split with 70% of funds going to support athletes in competition and 30% towards administration. The board agreed this is a healthy and sustainable ratio that should be maintained. Nonetheless, there is a need to generate increased capacity and finance sits at the core of this.

- RC agreed we need greater capacity and stated that he was currently giving more time to BBU than he had available. His capacity over the next 3 months and going forward was likely to reduce though CC will soak up some

of that as would the appointment of IM. The greatest challenge for RC is the volume of admin which is time-consuming and not sustainable in the medium to short term.

- ES agreed to write a letter to up to 30 British companies with the aim of securing long term sponsorship. RW advised that ES should work with Jeremy Hopwood and ensure a consistent approach to written communications and meetings/presentations with all targeted companies. **ES/RW**

6. Any Other Business

6.1 Athletes Representative. The board agreed that having an Athletes Rep on the board is both desirable and necessary. RC agreed to speak to the current IBU Cup athletes, from which the Rep should ideally be drawn. **RC**

6.2 Skype board Meetings. The Board agreed to have a skype board meeting every 3 months, with the first meeting like to take place at the end of April/beginning of May. **RC**

The next meeting will be a virtual meeting toward the end of April – Date TBC

Signed by: *Rob Weighill* (E-Signed)

Date: 08/03/2019

**Rob Weighill
Chairman**
