

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
Iain Sheridan	(IS)	Honorary Legal Representative

APOLOGIES: N/A

Action

1. FORMALITIES

- 1.1 Apologies & Conflicts.** There were no apologies or conflicts
 - 1.2 Introduction.** RW set the scene by saying that overall we are a long way ahead of where we were this time last year. Progress has been slow but solid and the organisation was in a better place than it had been. The profile of the BBU has been raised beyond purely military circles, our governance was starting to consolidate and our relationships extend.
 - 1.3 Minutes of the 94th BBU Board Meeting.** The Minutes of the 93rd Bd Mtg were accepted.
 - 1.4 Matters Arising.** None that would not be discussed on the Agenda
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2. Sport

2.1 2018 – 2019 Season.

RC gave a brief update on the current status quo regarding athletes and a brief look forward to the 2018-19 season including the following points:

- Amanda Lightfoot. She has come off the Army Resilience Margin (ReM). She will return to military duties full time from September onwards. She is still looking at competing this coming season in World Cup and World Championships, though with a reduced training programme.
- Scott Dixon. He has made the decision to retire from Biathlon. He will cease competition, but RC hopes he will remain engaged in the sport in some way.

- New Potential:
 - Miles Cawood is the 'stand out' military athlete and the aspiration is to invest and develop him.
 - Holly Rees-Lay is still keen and engaged and using the more advanced Nordic camps to develop her skill.
 - Both of the above will attend the IBU sponsored training camp in Estonia in August.
 - Jacques Jeffries and Shawna Pendry. Two French/British 15 years old athletes showing significant potential in the medium to long term. Aim will be to bring them across to GB, though we have to have a viable training programme in place to do that.
 - CC also stated that there were 2-3 nordic athletes who would make the leap over to biathlon. CC/RC to discuss pathways.

CC/RC

2.2 Military Interface.

- JM expressed concern that we were fracturing the relationship between BBU and the Military, especially the Army. JM is routinely getting feedback from the military and other interested parties that the BBU is not receptive to the military any longer.
- RW stated that we must have a strong relationship with the military, but it needs to be two-way. Moreover, in the future, the Army in particular will hopefully be one of a number of clubs sourcing elite biathletes, albeit a very important one. **Afternote:** RW to meet JM at the Land Warfare Conference in London and discuss BBU and Combined Services/Army relationship.
- RC stated, that as the principle interlocuter between military and BBU, he is very happy to help and engage with the military at any opportunity, but the military remains responsible for its internal policy and the key challenge now is getting military personnel released to undertake BBU courses. RC/JM to discuss further.
- JM questioned whether we had the ability to lay on courses as an organisation.
- CC responded that we did and could, however as with any elite sport it requires athletes to pay money towards the courses and there is a reluctance to do that currently which require a mindset change.
- ES offered JM her help to co-ordinate military action as she sits on several of the Biathlon and Nordic committees.
- ES further stated that the changes in the BBU structure and management coincided with the withdrawal of military funding from the BBU and overall reduction in funding to Biathlon and the resulting changes/transition. This means that many see the new BBU, incorrectly, as the problem and blame BBU. **Afternote:** All members of the Board and key advocates should portray the narrative in this light – our StratCom could be better but we must not shy away from the fact that the BBU will continue to drive change and take the Army with us.

RC/JM

ES/JM

2.3 Development Plans.

- The originally planned 4 camps have had to be cancelled due to lack of numbers.
- RC has been trying to put on a smaller camp/course/coaching opportunity with Ilario Maddalin in Ruhpolding. Trying to coordinate a time/date etc. POC for the military athletes appears to be Sean Twine – **ES/JM please confirm?**
- Aim remains to put out biathletes to the IBU Cup this season and Amanda Lightfoot to the WC.

- IOT achieve this we will need to run selection and therefore the proposed 4th camp in Nordsetter, NOR is likely to go ahead in some form, with selection races taking place at the end.

3. Finance

3.1 Finance Update.

- RCr briefed that financially the BBU was in a better state than the original forecast. This is due largely to the IOC grant for the last season and a very generous grant from IBU which was double the expected amount.
- WC and IBU cups have overall been approximately cost neutral to enter based on the grants awarded for attendance.
- As at COP June we have approximately £30,000 - £35,000 in the bank, spread between UK and Germany.

3.3 BBU Lottery. RCr reported that at the current time the Lottery account had approximately £11,000 in. this means that in real terms there was approximately £7,500 available to spend. The lottery was originally set up to support athlete participation/development.

3.4 What do we want to spend/invest in?

- We have some money available to spend. The question was what do we do with that?
- RC suggested it was possible to spend to develop the sport and asked whether this was what the board felt we should do.
- ES suggested that we should invest in athlete development, by identifying talent and deliver training opportunities for the talent.
- RC suggested that the alternative view would be to invest in marketing to increase membership, thereby increasing interest and income and therefore making us self-sustaining.
- CC made the point that we could lay on training opportunities to develop athletic potential and a boost in funds could offer the quality of coaching that was needed.

Postscript: Our conversation with BSS may determine how we end up using our funds (see below). As a board we did not come a clear decision on what to do with the funds. Board members are asked to think hard about ideas and be prepared to discuss at the next meeting, where we will confirm a decision and enact.

ALL

4. External Agencies

4.1 BSS.

- RC and RW stated that they had entered into discussions with BSS focused around how we could work more closely together to mutually benefit from the obvious crossovers – especially with Nordic, and overall economies of scale.
- RC & RW met Rory Tapner (Chairman) and Dan Hunt (Performance Director). RC has subsequently met and spoken to Vicky Gosling (CEO).
- Their proposal is that BBU comes under BSS as the '7th Pillar' alongside the existing sports. BSS is in the middle of taking on Para Snowsports and is about to re-brand and re-launch itself.
- We would retain autonomy to deliver the sport but would also benefit from association with the wider snowsports community because:
 - Talent management across all sports.
 - Economies of scale
 - Increased funding streams including access to UK Sport funding and an ability to offer better sponsorship deals

- Increased capacity in admin/office.
- CC stated that the appeal for BSS was the prospect of an increase in profile afforded through IBU scale and exposure achieved with BBU integration and the possibility of talent managing female athletes to get medals.
- RC has been reassured by BSS that any funds received by BBU from IBU would be ringfenced.
- RCr suggested that we confirm with IBU that there were no issues with them

RC

RC and RW asked the Board to confirm that they were happy for RC/RW to continue the discussions with BSS, with the assurance that the Board would be consulted prior to any decision. Board unanimously agreed.

RC/RW

The meeting ended at this point as the internet connection dropped.

Significant Items not covered. Both will be covered in the next meeting:

- 5.1 **Strategy and Vision Update.** which was going to include amongst other things Terms of Reference for the Board and the proposed Structure (see slide previously circulated).
- 5.2 **Membership.** New membership scheme, which RC is keen to implement this year. RC will circulate further detail in the next couple of weeks, beyond the PDFs previously circulated.
- 6.1 **Date of Next Meeting.** Internet issues aside, the virtual meeting was a success and we aim to repeat in the next few weeks. **Board members are requested to identify evenings W/C 9th July to complete this meeting.**

ALL

The Meeting inadvertently terminated at 19:30 BST.

Signed by: RPM Weighill E-signed

Date: 17/06/2018

Rob Weighill
Chairman