
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 stated that a year on from the formal standing up of the board, we had made progress and were slowly breathing new life back into the sport of Biathlon in GBR, despite some challenges. Importantly, he emphasised the need for the Board to be open honest and transparent in its workings, which reflected the international desire for Biathlon globally.
- 1.3 Minutes of the 94th BBU Board Meeting.** The Minutes of the 93rd Bd Mtg were accepted.
- 1.4 Matters Arising.** JM felt that there was a danger that the relationship with the military was becoming competitive not collaborative. The Board agreed that this was not desirable and was keen to ensure that the sport was open to all with support offered as widely and transparently as possible.

2. Finance

- 2.1** Annex A to these minutes is the PPT used at the Board meeting and incorporates the financial summary submitted to the board for the 2017-18 year. Further detail will be forthcoming once the accounts have been fully audited, but these figures are judged to be accurate. The key points as brought out by RCr:
- Nearly all our current revenue is coming from the IBU.

- The cost of competing in IBU and WC events is cost neutral due to the grants received for competing. This does not take into account the coaching, waxing etc that is needed to make these events viable.
- RCr was asked to investigate the specific uses of the Josh Stephenson Memorial grant. RCr
- The board discussed the value of retaining the German account which costs money to administer and is not user friendly. RCr will look at alternative options and present these to the board e.g. Monzo, Revolut, Transferwise etc. RCr pointed out that the depreciating pound was good allowing us to bring money to UK effectively now. RCr
- BBU Membership currently makes a negligible amount – certainly not enough to generate the necessary funds required to contribute to the effective running of the BBU. Much of it is taken up with purchasing prizes at Rucksack.
- **Overall:** We are in a better financial position than we thought we would be at this point, largely due to unforecasted recent generous grants from the IBU. The BBU has increased its financial efficiency in the past year with only some reduction in capacity. Retaining the BBU as a functioning organisation ensures a continued income stream from the IBU.
- The board thanked RCr for his hard work during the year.
- **BBU Lottery.** The board agreed that the lottery should be awarded to promising junior biathletes to support their participation in the sport. The board was further in favour of setting up a lottery committee with the remit to award grants to athletes. RCr/RCh

2.2

3. Sport

3.1 Update on the last 6 months

- RC briefed the board on the completion of the 2017-18 season.
- At the end of the season Scott Dixon retired from the sport. Amanda Lightfoot will continue, although she has been removed from the Resilience Margin (ReM) and placed on the Talented Athlete Support Scheme (TASS). This will affect the amount she is able to participate in the sport in the 2018-19 season – the specifics of which are unclear currently.
- In May CC and RCh attempted to organise a training camp in RM Condor. This was ultimately cancelled due to the following factors:
 - **Release.** Military athletes could not be released from their units unless they took leave. Most, therefore, elected not to attend.
 - **Rifles.** Additionally, military athletes not 'on duty' were unable to utilise military rifles. This will be a continued problem. JM/ES have been asked to look at the possibility of changing this policy. JM/ES
 - **Cost.** Athletes were reluctant to commit £400 towards the 2-week course.
 - **BBRC.** It is notable that a similar course, organised by the BBRC about a week after the proposed BBU course also failed to gain traction.
- In July the BBU organised a training camp in Italy, led and coached by Ilario Maddalin, which received excellent readouts, albeit that it was organised at last minute, resulting in a smaller turn out than planned.
- In August, Miles Cawood, Holy Rees-Lay and Ilario Maddalin attended the IBU training camp in Estonia.

3.2 Military Plans/Policy

JM briefed the following:

JM

- Army policy regarding participation in Biathlon at international level remains a challenge. However, planning for a development pathway, led by Lt Col Chris Coton is underway and should be ready to be implemented in the 2018-19 season for execution in the 2019-20 season. This will use Rucksack as a vehicle for talent identification.
- Recommendation was to put all potential biathletes through testing (e.g. VO2 max test) prior to starting training in order to adopt a more scientific approach and assess potential rather than pure results.
- Both Amanda Lightfoot and Miles Cawood have been allocated to the TASS), which is an excellent scheme. It is supported by UKL Sport and various universities around the UK and provides significant support to the athletes in their training. Whilst it does not permit athletes to be released to train full time it should ring fence them for specific training events and international competition.
- ES/CC were asked to identify the owners of the Norwegian Lodge at Glenmore to ascertain whether civilians could be accommodated there.
- RC requested that the military representatives to identify a POC to engage with athletes aspiring to take part in competition at international level, possibly a member of BANSC

ES/CC

ES

3.3 RC outlined the plan for the 2018-19 season:

- RLC are running a camp in Glenmore Lodge for the bulk of October and have agreed to support other athletes, military and civilian to join them for this training.
- BBU are aiming to support this by asking Ilario Maddalin to help coach this course.
- BBU selection will take place in Beitostollen in Norway in November. RC, CC and SG will confirm criteria and the selection policy for this asap along with the dates and format.
- Subsequently we aim to put selected athletes onto the international circuit at IBU and IBU Junior Cup level. Additionally, we will look to identify other events that we can support athletes to enter. RC/CC/SG will confirm and manage this plan which will involve using Ilario Maddalin to support the delivery through the season.
- RC will find the qualification criteria for IBU Cup.
- The board asked RC/CC and SG to come up with and implement a plan for the 2018-19 season as soon as possible covering the following areas:
 - Selection criteria, method and location
 - Proposed events
 - A Contract for Ilario Maddalin (if he is happy to help)
 - Finance
 - Transport
 - Equipment
 - Uniform – (GB Nordic?)

RC/CC
/SG

RC/CC
/SG

RC

4. External Agencies

4.1 IBU. RC and RW briefed on the recently attended IBU Congress in Poreč, CRO.

- New President and almost entirely new board. This is a positive move which has set the IBU on a strong pathway to the future.
- IBU are overwhelmingly keen to support the development of the sport internationally to widen its appeal and the overall engagement.
- They are particularly keen to support the development of Biathlon amongst the 'smaller nations'.

- Overall it was a very positive 3 days and we will seek to retain close ties to the IBU, notwithstanding the domestic challenges.

4.2 BSS. RW briefed on the progress of our discussions with BSS. Unfortunately, the CEO of BSS who was due to attend the AGM had to cancel.

- We will continue to seek common ground with BSS and work out ways in which we can work more closely together with them to generate economies of scale and benefits for GBR winter sport.
- At this stage we will stop short of merging with them and retain our independence, but with the option to further this pathway if it is deemed to be mutually beneficial.

5. Strategy and Governance

5.1 Strategy and Vision. This was covered elsewhere in the meeting – the vision remains putting a biathlete on a world cup podium within 15 years.

ALL

5.2 Board Terms of Reference. The Board recognised the need for each individual board member to have ToRs to satisfy UK Sport governance policy.

- 5.3**
- SG will get hold of example ToRs
 - RC will send blank versions and example to all Board members.
 - Board members will be asked to submit their own ToRs
 - Linked to this Board members have agreed to declare their capacity to allow planning.
 - Depending on the overall capacity the board may opt to try to take on a support staff either on a full or part time basis. Some functions that are not covered (not all):
 - Marketing
 - Communications
 - Membership management and development
 - Enhanced sports management and development
 - Grassroots engagement

6. Any Other Business

6.1 Ruhpolding Ski Store. The Board agreed that the ski store in Ruhpolding was an unnecessary expenditure. The lease on the store runs until the end of March 2019 and would not be renewed. The store will be cleared out and athletes will be asked to remove equipment. Any remaining kit would be sold at Rucksack or disposed of. RC will publicise the closing of the ski store.

RC

6.2 Rucksack. The board discussed the merits of having a board meeting and AGM in Ruhpolding. It was felt that a board meeting was worthwhile at Ruhpolding and that it was important to show a significant presence there to support the event, ID talent and get the messaging out regarding the BBU. We may opt to run an AGM there as well. RC will cost up the options for this. (afternote – in order to ratify 2016/17 accounts and election of new directors on the Board, the likelihood is that an Extraordinary General Meeting will be held in Ruhpolding.

RC

6.3 Membership plan. RC briefed the board about a new membership structure including insurance for athletes. The board unanimously agreed to support it based on the financial benefits for athletes and the organisation.

RC

6.4 Glenmore Lodge. RC briefed the board on a recent visit to Glenmore Lodge, near Aviemore. GM offers a fantastic training setup with excellent biathlon and sport facilities on site as well as nearby military and civilian accommodation and an excellent environment in which to train. RC is keen to re-establish GM as the home

RC

of Biathlon in the UK. The board were unanimously in favour of the proposal and RC will start working a on a plan to enact this.

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

Signed by:

Date:

**Rob Weighill
Chairman**

DRAFT