

PRESENT:

Rob Weighill	(RW)	Chairman
Carl Carrier	(CC)	Development 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)	Member Elected Director

APOLOGIES:

Roddy Christie	(RC)	Secretary General
David Woodall	(DW)	Marketing

		<u>Action</u>
1.	FORMALITIES	
1.1	Apologies & Conflicts See above.	
1.2	<p><u>Introduction. The Chairman’s formal report to the AGM is available on the BBU website</u></p> <p>Chairman welcomed all to the meeting and started with the following overview:</p> <ul style="list-style-type: none"> • <u>Chairman’s report followed the attached Powerpoint presentation.</u> • RW stressed that the BBU represents all athletes and potential athletes, acknowledging that the Army remains the principle club from which British Biathlon draws elite athletes. The BBU is an open, transparent organisation that considers all views and opinions. • JI outlined his role as a Member’s Elected Director on the Board and that he encouraged members to contact him with any concerns or views they have relating to the BBU. 	RW/JI
1.3	RW allowed time for any present BBU Member to comment on the Minutes of the 22 nd AGM. After a significant pause in proceedings, no response was made by anyone present.	RW

2.	Finance	
	<u>Finance Director’s report followed the attached PowerPoint presentation</u>	

2.1	<ul style="list-style-type: none"> • RCr gave a full finance summary as recorded in the attached BBU Board PowerPoint slides. • Key variances from previous years were that the BBU no longer receives any AWSA funding and subscriptions had increased significantly due to the uptake of the BBU insurance offer. • Gordon Seaton queried the value for money for athletes, and where the athletes' contributions are recorded. RCr requested time to go through all of the slides, as this detail was included later on, and that discussion could be had afterwards. • Re-appointment of the auditors was confirmed unanimously. • RCr highlighted notable areas such as the purchase of the BBU van and the athlete contribution ratio (10% contribution towards total BBU spend on national team from BBU income sources). Kev Kane queried the percentage expenditure on accommodation and RCr clarified that the team and coaching staff accommodation was paid for during the period in question. • There were further queries around athlete contributions and payment for accommodation which were taken up with individuals in detail following the meeting. 	RCr
3. Sport		
3.1	<u>GBR team Update</u>	
3.1	<ul style="list-style-type: none"> • Performance highlights; females have led the way this season with Amanda Lightfoot pushing for the top ten in the IBU cup and a good chance of equivalent results on the World Cup. Shawna Pendry has moved over from the French system and at the YOG recorded the best ever result for a GBR female and joint best Olympic performance for a GBR athlete. It is hoped that these two achievements will inspire others to give biathlon a go. • GBR men <ul style="list-style-type: none"> ○ Titus Clark (Male Junior Athlete) has moved over to biathlon from the BNDS pathway. ○ Beinn Horsfall (Male Junior Athlete) who competed in the 2019 EYO for Nordic has also moved over to biathlon, though is injured at the time of the AGM. ○ Vinny Fountain (Male Senior Athlete) will compete at the World Championships with Amanda Lightfoot. ○ Adam Williams (Male Senior Athlete) also qualified to compete for GBR in the 2019/20 season [Adam Williams refuted a statement that he had stepped away from the GBR team. This issue was discussed further with the athlete post-AGM]. ○ It's becoming increasingly attractive for dual nationals to move to racing for GBR as they avoid highly competitive selection in other nations. • Ilario Maddalin's (GBR Head Coach) role has been a significant and positive influence on training and performance. 	CC
4. External Agencies		
4.1	<ul style="list-style-type: none"> • The Chairman briefly updated on external agencies and the role of the BOA, UK Sport (mainly providing guidance on Governance to NGB until the BBU 	RW

	reaches any performance thresholds for funding) and the IBU. The new IBU governance structure was outlined with a focus on anti-doping and anti-corruption.		
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5. Strategy and Governance			
5.1	<p><u>Strategy and Vision</u></p> <p>Chairman highlighted that the BBU strategy was being formulated in line with the IBU strategy entitled Target 26. The BBU strategy would have a strong focus on governance, which will shape the BBU into the future.</p>		RW
5.2	<p><u>Member Elected Director Update</u></p> <ul style="list-style-type: none"> The vacant Member Elected Director position was discussed, there had been no nominee and it was queried why the opportunity has passed for another 12 months until the next AGM. It was requested that BBU members are emailed directly to request volunteers for the role. IS will check the constitution to ensure correct procedure is followed. Later in the meeting there was a volunteer for the role – Andrew Miller (AM). There was a unanimous indicative vote in favour of AM by all present BBU Voting Members. <p><u>NB. The attached AGM Minutes Addendum explains the subsequent decision to appoint AM based on, among other things, the unanimous indicative vote made on 1st February 2020</u></p>		RW/ES/IS
5.3	<p><u>Anti-Doping (AD)</u></p> <ul style="list-style-type: none"> The Board paid tribute to Terry Hall, who tragically passed away recently. Terry had looked after the BBU AD since 2013 and his loss will be sorely felt within the organisation. IS summarised his meeting with UKAD on 10th January 2020. IS recommended that the UKAD App ‘100% me Clean Sport Toolkit’ be downloaded by everyone and that the UKAD and IBU ant-doping policies were read and referred to in conjunction with each other. RW stated that the Board recognizes the importance of AD and thanked IS for his kind offer to take on the role of AD advisor. The BBU AD webpage has already been drafted and approved by UKAD. This webpage will be imminently uploaded. 		All

<p>5.4</p>	<p><u>Marketing and Sponsorship</u></p> <ul style="list-style-type: none"> • RW underlined that sponsorship would be the main effort of the BBU in 2020. BBU are offering Gold, Silver, Bronze tiered sponsorship to appropriate corporate sponsors. • There is a ‘finder’s fee’ of 12.5% of any sponsorship obtained. This is available to anyone who can bring sponsorship to the BBU. All BBU members are encouraged to approach potential sponsors with a copy of the BBU sponsorship invitation, which can be supplied on request from the Sec Gen. • IS summarised the important role of DW who has been responsible for making over 70 detailed invitations to sponsor the BBU. This work has already created potential sponsor interest in the BBU. The campaign to find a suitable long-term corporate sponsor started on 4th November 2019. To date there have been 71 invitations sent out, with a further 29 invitations to send. 52 recipients known to have received invitations. Next stage is to follow up via phone calls with a select number of companies. • Initial feedback indicates that companies are interested in Amanda Lightfoot, as a military GBR biathlete, on the world stage, but are really looking for more athlete representation at that level. 	<p>RW</p> <p>RC</p>
<p>5.5</p>	<p><u>Season plan 2020/21</u></p> <p>CC explained the plan for the 2020/21 season. He highlighted that initial camps would focus on the athletic ability of those selected. The selection criteria for the camp will encompass all age ranges so long as there is clear potential to race at international level. Team and club representatives were encouraged to come forward with the details of any athletes they feel may have potential, this is to complement talent spotting being conducted by the BBU development director and GBR Head Coach.</p> <ul style="list-style-type: none"> • It is hoped that the numbers of potential GBR Team athletes will require on snow selection to take place in 2020 – and this will provisionally take place in Trysil, NOR. • A question was raised – can anyone turn up for selection? CC Replied: Non-IBU /WC athletes must have BBU qualifying points in accordance with the BBU selection policy. • A question was raised – what do BBU points entail? CC outlined recorded training hours tests of – strength – running speed – shooting. There was some discussion regarding whether a running test or a roller-skiing test would be more relevant as an indication of potential in a biathlete. CC and IM provided more context and explained that GB Nordic, who have three world class athletes use running tests as do several leading nations, including Germany. Gordon Seaton commented that it didn’t stand up to scrutiny. Board will review – taking views from the floor – decision pending subject to further investigation. • A question was raised; can the tests be conducted in the UK to increase accessibility, rather than be constrained to the overseas camps that had been mentioned? It was confirmed they can be, so long as they are conducted in a controlled environment. This possibility would be examined. 	<p>CC/IM</p>

6. Any Other Business	
<p>6.1</p> <ul style="list-style-type: none"> • Gordon Seaton commented that there was no UK talent ID base. Development camps in Scotland have previously opened opportunities for successful athletes including Holly Rees-Lay and Scott Dixon. Holding UK camps would only increase opportunities for athletes in his opinion. • There was some discussion between Gordon and Julie Clark around a UK biathlon club which Julie felt had barriers and could not be used, despite Gordon’s attempts to facilitate with rifles etc. • There was comment the summer camps / development used to go out to tender, even though it was only small sums of money involved, and this allowed an opportunity for the camps to be run in Scotland. This could be an attractive proposal to a potential sponsor and could provide an opportunity for all including Army and wider Armed Forces teams as it used to. • JM commented that there was an Armed Forces biathlon strategy expected shortly that may reconsider development. Julie Clark highlighted that affordability is a big issue for civilian athletes and that she had seen growth in running / sprint and shooting as a cheaper option. • It was asked if there is a list of who has been approached as potential sponsors. IS confirmed there is. • There was brief discussion around the BBU shop and membership offers. Members were asked to provide feedback and suggestions for both. • Eddie Lowe asked why the British Championships performances are not considered when selecting the GBR athletes and that it appears to be a closed shop. CC clarified that talent spotting had and was taking place and performances would be considered. Further discussion was had around representation in international races in Trimester 3. CC confirmed there was no intention for athletes to be selected for immediate representation at international races after the British Championships, however athletes would be selected for upcoming camps; more to follow later in the AGM. • Kev Kane picked up on the Army being more exclusive than other biathlon clubs. Julie Clark commented that it is very hard to break in if you’re not in the military. There are no viable clubs or facilities. For example, Titus Clark is training 12 hours a week at school to enable him to compete in Ruhpolding (although prohibited by illness). Others are trying extremely hard and several youth and juniors want to break through. But there is no backing, no facilities and no coaching support. • It was asked why there are spaces on the IBU cup that are not being filled. We should view the National Championships as part of selection – confirmed that would be minuted and discussed further by the Board. • Mark Goodson asked why Titus is representing GBR when 4 x Army junior novices had beaten him in the XC races last year. CC highlighted that the plan for the year was to follow and it would be best to comment further at that point. • Mark Goodson queried from the minutes of the October Board meeting that Titus Clark and Beinn Horsfall did not have sufficient BBU points to qualify for GBR. CC offered to clarify the matter when he had access to his notes. (Afternote – Both athletes met the relevant criteria at subsequent testing). • Mark Goodson commented on the minutes of the previous AGM; some typos were highlighted, and it was requested that the minutes be re-presented including the points raised during the discussion on the appointment of the GBR coach. There appeared to be a discrepancy 	<p>JM/CC /RW/IS</p>

	<p>between what was said in the meeting and what had been recorded in the Board meeting earlier that day of the 2019 AGM. IS offered to meet immediately after the AGM to take a detailed note of the perceived gap between a part of past minutes and what was decided.</p> <ul style="list-style-type: none"> • Mark Goodson referred to comment he had made at the last AGM concerning the distribution of equipment donated to the BBU by the IBU. His concern that the equipment was not being distributed correctly had not been addressed. Note: The Board has undertaken to ensure that equipment donated by the IBU is inventoried and a record of its distribution is maintained 		
<p>6.2</p>	<p><u>Closing comments</u></p> <p>The Chairman stated that comments to the Board are always welcome but should be communicated throughout the year between AGMs. It is poor protocol and unhelpful to save all comments, including minor ones for presentation and discussion at the AGM.</p> <p>Meeting closed at 1940 hours.</p>		

Signed by: *Rob Weighill*

Date: 07/06/2020

Rob Weighill
Chairman