

Minutes for The 24th Annual General Meeting of the British Biathlon Union 10 June 2021

ITEM	ACTION
As INTRODUCTORY Business:	
ITEM 1	<p>Welcome by The Board</p> <p>1.The AGM opened with a short video and some virtual Zoom etiquette. The electronic voting and the use of ‘Menti’ to gained members feedback was explained. The Secretary General stated she had received no proxy votes.</p> <p>2.The Chairman opened the AGM and welcomed all BBU Members to the first virtual AGM and suggested this will be considered as a means of delivery in the future. The Chairman address the challenges of a COVID year, coupled with Brexit and that he had been pleased at the level of training and competition which had delivered by a dedicated Team.</p> <p>3. Resource continues to be a challenge and remains a critical element of the survival of the BBU moving forward. Some great progress was made pre COVID and we will now look to re-engage with these organisations.</p> <p>4. Despite the strategic challenges the Chairman reported huge progress around our governance and policies which have set a stable platform for growth and the engagement with wider organisations.</p>
As ORDINARY Business:	
ITEM 2	<p>Acceptance of the Minutes of the 23rd AGM held on 1 February 2020.</p> <p>5. There were no issued raised and the minutes were accepted. <i>(Note: Accepted 12 & 1 Abstained)</i></p>
ITEM 3	<p>Matter Arising from Item 2</p> <p>6.The Secretary General stated there were no outstanding actions from the previous minutes of the 23rd AGM.</p>
ITEM 4	<p>To receive the Chairman’s Annual Report on behalf of the Board</p> <p>7. The following comments were raised;</p> <ul style="list-style-type: none"> a)The European Youth Olympic Games required amendment to ‘The European Youth Olympic Winter Festival. b) Why would the AGM not be held at the British Championships? It was explained that delaying it would allow us to reflect on the full season, and also virtual means allowed greater access for those not

**Secretary
General**

	<p>at the Championships. It was concluded that later in the year we would consider this directly with our members.</p> <p>c) The NGB Status was questioned as the belief was we were the NGB for British Biathlon. The Secretary General will explore historically, but currently the BBU has not been recognised across any of the Home Nations, UK Sport or the BOA as the NGB, but all paperwork has been submitted to resolve this.</p> <p>8. The Chairman's report was accepted based on 4a & b being amended.</p> <p><i>(Note: 12 accepted & 1 Abstained)</i></p>	
ITEM 5	<p>To receive the Accounts for the year ended 30th June 2020</p> <p>9. The accounts for the year ended 30th June 2020 were accepted.</p> <p><i>(Note: Accepted 13 & Abstain 1)</i></p>	
ITEM 6	<p>To reappoint Messrs King, Morter, Proud & Co as Auditors, and to authorise the Directors to fix their remuneration.</p> <p>10. The Secretary General stated that the Board were pleased with the service they provided and had built a good relationship. The reappointment of the accountants was accepted.</p> <p><i>(Note: Accepted 12 & Abstain 1)</i></p>	
Election of Directors:		
ITEM 7	<p>To ratify the appointment of Elizabeth Winfield Secretary General as Appointed Director pursuant to Article 23.1 of the BBU Articles of Association.</p> <p>11. The appointment of the Secretary General was accepted.</p> <p><i>(Note: 15 Accepted)</i></p>	
ITEM 8	<p>To ratify the appointment of Richard Adams as Appointed Director pursuant to Article 18.2.5 of the BBU Articles of Association.</p> <p>12. The appointment of the Richard Adams was accepted.</p> <p><i>(Note: Accepted 13, Rejected 2 & Abstained 1)</i></p>	
ITEM 9	<p>To Elect Jock Inkster Member Elected Director in accordance with 26.1 of the BBU Articles.</p> <p>13. The Secretary General stated that no other nominations had been received for the position and therefore the vote was to Elect Jock Inkster for a second term as Member Elected Director. The appointment of Jock Inkster was accepted.</p> <p><i>(Note: Accepted 17)</i></p>	
As Closing Business:		
ITEM 10	<p>External Agencies.</p> <p>14. The Secretary General updated on external agency partnerships and collaborations;</p> <p>a) IBU. The BBU has been heavily involved in an IBU consultation period around their 2026 Strategy, joined their training sessions</p>	

	<p>and engaged in the development space, with a grant submitted for support.</p> <ul style="list-style-type: none"> b) UK Sport. The BBU had the opportunity to speak with their CEO who was extremely positive in regards to the BBU’s progress and development. The BBU has now joined the Milan Cortina 2026 funding cycle and worked closely with UK Sport on their health check, situational analysis and collaborative winter sports initiatives. Their pathway Teams have also advised on the Talent Campaign to ensure the opportunity is maximised. c) BOA. Relationships with the BOA have increased as we build up to the Olympics and the European Youth Olympic Winter Festival in 2022. Long lists are complete, preparations and planning calls ongoing and an Olympic Solidarity Grant for the BBU has been approved by the BOA and submitted to the IOC. d) GBS. The BBU has been working in collaboration with GBS Nordic on their Talent campaign, and the Chairman is exploring other opportunities to work together with the wider Winter sports community. e) National Federation Partnerships. The BBU is starting to build partnerships with other Nations, in particular conversations are developing with the Canadian NF. 	
<p>ITEM 11</p>	<p>Financial Update.</p> <p>15. The Finance Director gave an overview of the FY 1 Jul 19 - 30 June 20;</p> <ul style="list-style-type: none"> a) Income is generated largely through the IBU, BBU Membership and Athlete subscriptions. A significant drop in Army funding direct to the BBU had been seen, but grants had been awarded direct to military Athletes. b) Expenditure. There had been an effort to drive down overheads to ensure the money raised goes directly to the Athletes where it will have greatest impact. A clear breakdown of the costs was stated. <p>16. Year on Year Comparison has seen constant income from the IBU, an increase in membership and a reduction in military support. Expenditure has seen a significant reduction in central costs.</p> <p>17. It was noted the impact of COVID had reduced BBU membership, increased costs through testing, and also with no military competitions it had led to the BBU covering the full season costs of training and competition.</p> <p>18. It was raised that 40% appeared a high cost for Coaching but as the Team increases in size it would be an area where costs would increase.</p>	
<p>ITEM 12</p>	<p>BBU Strategy.</p> <p>19. The Chairman brought to the life the BBU 2030 strategy that had been developed this year and can be found at this link; https://drive.google.com/file/d/10kDZxC05pw4Xhm4ujBpOB5V_tDzWDh1T/view?usp=sharing</p>	
<p>ITEM 13</p>	<p>Season Overview 20/21 & Outlook Season 21/22.</p>	

	<p>20. The Performance Programme under Marc Walker is running a full time hybrid programme with monthly centralised camps currently running out of Bicester, with oversight on their remote training. This structure is designed to allow the balance of education/ work and training.</p> <p>21. The Development Programme. The Talent Campaign will feed the programme once it culminates at the British Championships 2022. There were 200 applicants and following the first two phases there are 80 Athletes still being considered for phase 3.</p> <p>22. There are now 7 British Athletes living abroad and training under local structures and clubs within their home country. These Athletes are being managed by Iris Pessey and we hope that they will represent the BBU at the Youth & Junior World Championships in 2022.</p>	
ITEM 14	<p>Membership Update.</p> <p>23. After a significant increase in the 19/20 season the COVID impact has seen a significant drop in membership in the 20/21 season due to the members base being largely Military and all their competitions cancelled. The BBU will look to regenerate this next season and broaden the membership base.</p>	
ITEM 15	<p>Any Matters arising pertaining to the business of the BBU not previously reported or discussed.</p> <p>24. The Members were asked ‘Describe the BBU in 3 Words’ with positive words like; Passion, Unique, Ambitious, Upcoming, Dedicated, Energy, Precision, Committed, Growing, Organised, Enthusiastic, Awesome, Developing, Change of Pace, Epic. These were all powerful words that reflect a number of changes that have been made this year and show we are striving to move forward. It was noted that we need to communicate and be more transparent with our members directly, as not all access our social media platforms. The Secretary General agreed to place all Athlete, Coaches and Director Profiles onto the Website.</p> <p>25. The members were asked ‘What do you think the top three challenges are for the BBU?’ with most focusing on financial resource, sponsorship, resource of time, lack of snow and facilities, and poor website. The Secretary General noted the struggle with the website and has been enhancing it as much as possible, the shop is the next area of focus but the BBU is not in a position to heavily invest at this stage. The Secretary General also stated that finance is the main effort of all Board Members and an area of greatest concern. It is hope that grants and sponsorship drive will come to fruition and much energy and effort is being placed in this area.</p> <p>26. The members were asked ‘What should the future look like for British Biathlon?’ comments focused around future talent, growing the sport at all levels, greater partnerships, solvent, year round participation, quality coaching, grassroots initiatives and develop a UK base. It was also raised that a smaller Board should be considered, however, the following points were raised that the size of the Board currently did not prevent the Board’s agility or its ability to effectively operate, it set a strong foundation for future growth and allowed the BBU not to play on the goodwill of a few.</p>	<p>Secretary General</p> <p>Secretary General</p>
ITEM 16	Chairman’s Closing Comments	

	27. The Chairman thanked all members for their time and input and advised the members that the Board would keep them inform of all progress the BBU was making. He noted the requirement for greater communication and would consider the delivery and date of the next AGM.	
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Rob Weighill (e-signed)



Maj Gen (Retd) Rob Weighill CBE
Chairman
British Biathlon Union

Elizabeth Winfield
Secretary General
British Biathlon