



**British
Biathlon
Union**

**105th Board Meeting of the British Biathlon Union
held via a Zoom Call
at 1500 – 1900, 14 September 2023**

Minutes for The 105th Board Meeting of the British Biathlon Union 14 September 2023

PRESENT			
	Rob Weighill	(RW)	Chairman
	Elizabeth Winfield	(EW)	Secretary General
	Carl Carrier	(CC)	Development Director
	Sarah Grieg	(SG)	Director
	Jock Inkster	(JI)	Member Elected Director
	Roddy Christie	(RC)	Director
	Elizabeth Sedgwick	(ES)	Director
	Eliot Glover	(EG)	BBU Legal Representative

APOLOGIES

Anna Brighton watt	(AB)	Director
Andrew Miller	(AM)	Member Elected Director
Ben Freer	(BF)	Director

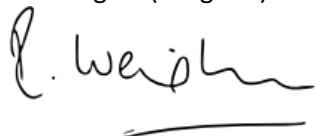
	ITEM	ACTION
ITEM 1	Chairman's Opening Remarks 1. The Chair opened the meeting and welcomed all the Board Members; thanking everyone for their continued commitment. The Chair was delighted that we found the time to conduct the Board Meeting and Strategy Day in person and look forward to some good discussions. The Chair recognised the positive progress the BBU continues to make and the financial challenges that continue to place strain on the outputs that are delivered.	
ITEM 2	Matters Arising from Previous Meeting 2. The minutes were accepted with the following actions noted; a. Regular newsletter. The Secretary General agreed to produce a quarterly newsletter. b. EOY Accounts have been submitted. c. Athlete feedback continues to be regularly gathered. d. IBU Grants were submitted and successful. e. Chair's Report circulated ahead of the AGM	

	f. The Secretary General agreed to reinvigorate the £200K Campaign	
ITEM 3	<p>Operational Update</p> <p>3. The Secretary General updated on external agency partnerships and collaborations;</p> <ul style="list-style-type: none"> a) IBU. The IBU remains on track to deliver on their 2026 objectives and has begun reaching out to 2030. They have conducted a number of in-person regional meetings to really understand the National Federations in order to shape the next phase of their strategy. This has included the integration of Para Biathlon and looking for initiatives to take the para sport forward. The IBU has also supported the BBU through grants, access to education, coaching qualifications, junior camps and more. b) UK Sport. The BBU was part of the UK Sport Milan Cortina 2026 funding cycle but unfortunately no investment from UK sport was made. The Secretary General stated following this season there would be the opportunity to reapproach UK Sport with some evidence based analysis on the positive performance trajectory of the Team. c) BOA. The relationships with the BOA remains positive and engaged around the Youth Olympic Games (YOG) and will soon transition to a Milan Cortina 2026 Olympic and Paralympic focus. d) Military. Relationships with the Military remain positive following a great British Championships 2023. We now have more Military Athletes on the BBU programme, with Army Nordic also running some wider camps. We are in discussions with the organising committee to have a BBU night race at the Championships in 2024 and the board discussed how to leverage this to ensure some great British prizes. <p>4. BBU Overview. The Secretary General reported on a great summer of training camps and participation in the Summer World Championships. It has prepared Athletes well for the coming season ahead, with winter planning well underway. Our NGB status is now at the final stages and we hope to have final approval ahead of the Winter season.</p>	EW/ Chair
ITEM 4	<p>Governance & Policy</p> <p>5. The Board conducted a full policy review and had no changes apart from to the documents stated below;</p> <ul style="list-style-type: none"> a. The Board agreed the proposed changes to the Articles of Association and these would be finalised at the forth coming BBU AGM. b. The board approved the amendments to the Safeguarding Policy. c. The Conflict of Interest paperwork was circulated to Board Members and returned to the Secretary General to hold centrally. d. EG updated the Board on the UK Anti-Doping review and reported we were in a good place. We are working closely 	EW

	<p>with them for YOG and with our IBU Cup Team this coming season. All Athletes on the IBU system must complete the 'Adel Training for International Athletes' so all are current in their anti-doping education.</p> <p>e. Secretary General and CC agreed to review the Athlete Agreement and would circulate to the Board ahead on the Winter Season.</p> <p>f. The Chair is now considering a transition plan and has begun to reach out to potential candidates.</p>	<p>EW/CC</p> <p>RW</p>
ITEM 5	<p>Finance Update;</p> <p>6. The Secretary General has submitted accounts for audit for FY Ending June 2023. These will be circulated in due course.</p> <p>7. The Secretary General gave an overview of the FY 1 Jul 22 - 30 June 23;</p> <p>a) Income received of £313,821.31. Generated largely through the IBU, BBU Membership and Athlete subscriptions.</p> <p>b) Expenditure of £308,941.91. With overheads remaining consent from previous seasons, this shows a significant increase in expenditure on athlete training and activity. It represents the amount of training serials the BBU are now running, but also highlights an area of weakness in limited cashflow and the BBU must consider having some reserves to manage this.</p> <p>8. The Secretary General agreed to reach out to lottery grants and wider opportunities via the home nations once NGB status had be finalised.</p> <p>9. The Board agreed financial challenges were the organisations biggest risk and all needed to drive income generation through their personal networks, the £200K campaign and wider sponsorship. The Secretary General agreed to circulate some information to support Board Members reaching out.</p>	<p>EW</p> <p>ALL</p>
ITEM 6	<p>Strategic Overview</p> <p>10. The Board reviewed all the short, medium and long term objectives. The Secretary General was happy to report all short term objectives had been met and the BBU was heading in the right direction to achieve it medium objectives set for 2026. It was reported the BBU must now consider in their objectives their involvement in the progression of para biathlon and the Secretary General reported the continued work with GBS to collaborate and sign a MOU on a pathway forward. The BBU has applied to become a National Federation under the BPA that will be approved at their next Board meeting.</p>	<p>EW</p>
ITEM 7	<p>AOB</p> <p>11. The Secretary General thanked the Athletes for their feedback and stated as an agile organisation we continue to be able to quickly adapt to feedback in order to improve camp delivery and competition. Financial concern's remain the biggest burden for Athletes and their families and we continue to work hard to try and tackle this.</p>	<p>EW</p>

ITEM 8	12. The Chair thanked all Board Members for their continued support and closed the meeting.	

Rob Weighill (e-signed)

A handwritten signature in black ink, appearing to read 'R. Weighill', with a horizontal line underneath.

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