**109th Board Meeting of the British Biathlon Union held Virtually on Zoom**

**1900-2000, 8 January 2025**

| 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 |
| | Andrew Miller | (AM) | | Member Elected Director |
| | Eliot Glover | (EG) | | BBU Legal Representative |
| | Ben Freer | (BF) | | Director |
| | Jayne Nethercott | (JN) | | Director |
| | Jess Arnold | (JA) | | Board Guest |
| | Matthew Murphy | (MM) | | Board Guest |

**Apologies:** Jock Inkster, Elizabeth Sedgwick, Louise Matthais

| ITEM | | ACTION |
|---|---|---|
| **ITEM 1** | **Chairman's Opening Remarks**<br>1. The Chair welcomed the board to the meeting and stated this would be a mid season review and that the discussions would focus on preparation for a Spring Strategy Review and UK Sport Submission. The Chair welcomed the Board guests that would be supporting this work. | |
| **ITEM 2** | **Matter Arising From Previous Minutes**<br>2. All outstanding items to be discussed under specific item agenda points. | |
| **ITEM 3** | **Season Update, Summer Plan & Strategy Forward**<br>3. CC provided a positive update on the season so far, kicking off with our largest selection races ever which led to representation across; WC, IBU Cup, Junior Cup and Regional Events. In all categories British Biathlon had moved up the rankings which was a very good indication of a good summer of training and the progress of our Junior Squad. As we now prepare for Trimester 2 it will not only be IBU Competitions to look | |

| ITEM | | ACTION |
|---|---|---|
| | forward to but the World Uni Games, European Youth Winter Olympic Festival and British Championships.<br>4. CC provided the following summer update;<br>a. We are now looking to delay the Talent Campaign to fall in line with the release of a mainstream programme around Biathlon in December 2025. JA agreed to provide some broadcasting questions for CC and EW at their next meeting with the Team. However, we would still encourage those interested in being part of the programme that they join us on our Laser Biathlon Events scheduled and confirmed for this Summer.<br>b. We have set a date for the Coaching forum 21-23 March 2025 in the UK. This will generate the in-year plan and start to look at the next cycle in preparation for the UK Sport Submission.<br>c. We will also run an Athlete feedback forum to shape the in-year plan and beyond.<br>5. Strategy Review and UK Sport Funding. It was agreed that EW would follow up with each Board Member to propose the strands of work they are responsible for ahead of a strategy meeting in the Spring. | **JA/ CC/ EW**<br><br>**CC**<br><br>**EW**<br><br>**EW** |
| **ITEM 4** | **Marketing & Sponsorship**<br>6. There has been a significant increase in our social media outreach and engagement which has been very beneficial and will help to build upon the compelling narrative we have established as we move forward. This is thanks to JS who has been exceptional and the new branding assets that were created for us. With JS we will look to initiate our BBU Podcast and newsletter. JA agreed to support in this area and provide an overarching strategy and plan as part of the review. | **EW/JA** |
| **ITEM 5** | **Finance**<br>7. IBU Grants and appearance money continue to keep the BBU on a positive trajectory, but cash flow is extremely tight and a challenge. EW has submitted a National Lottery Grant and will seek out other grant options<br>8. The Chair continues to pursue an initial sponsorship approach and a value proposition that will developed over the coming months. | **EW**<br><br>**RW** |
| **ITEM 6** | **Finance**<br>9. EW reported we continue to operate within very tight budgets, and the biggest concern is cash flow for the Winter programme. The delays in appearance payments and unexpected costs have increase the financial pressures, and T2 and T3 must be well managed to ensure no reduction in output and we remain solvent. | **EW** |
| **ITEM 9** | **AOB**<br><br>10. JI agreed to look at Athlete and Staff Awards. | **JI** |

| ITEM | | ACTION |
|---|---|---|
| **ITEM 8** | **Closing Remarks**<br><br>11. The Chair concluded the meeting thanking everyone for their input and time. EW would look to schedule the next meeting that would form part of the Strategy Day. | **EW** |

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