111th Board Meeting of the British Biathlon Union held on Zoom

1930-2030, 7 January 2026

PRESENT				
	John Mead	(JM)		Chairman
	Elizabeth Winfield	(EW)		Secretary General
	Carl Carrier	(CC)		Development Director
	Sarah Grieg	(SG)		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)		Director

Apologies: Jock Inkster

ITEM		ACTION
ITEM 1	**Chairman's Opening Remarks** 1. The Chair welcomed the board to the meeting and stated this would be a mid season review.	
ITEM 2	**Matter Arising From Previous Minutes** 2. Since the last meeting the BBU have delivered workshops and a Strategy Day that finalised a 2030 Strategy, Executive Summary and generated all the UK Sport paperwork. Only outstanding item is AM to pick up governance and risk model. 3. Finance direction is complete with the German bank account closed, savings account closed, all coaches switch to the new equals system, UK account linked to zero and accounts finalised.	**AM**
ITEM 3	**Season Update, Summer Plan & Talent** 4. CC provided a positive update on the season so far, kicking off with our selection races in Austria which has led to representation across; WC, IBU Cup, Junior Cup and Regional Events. In all categories British Biathlon had moved up the rankings and we are tracking a possible two wild cards for the Olympics. 5. JN provided an update around Para Biathlon where we have one Athlete qualified for the Paralympics, and with JN in country throughout the Games in an IBU role. Whilst GBS is responsible for the delivery of	

	the Paralympics, much development work and camps are being delivered to generate a pipeline of Athletes to ensure a smooth transition beyond the games. 6. We continue to maximise IBU initiatives with CC and MH selected for the IBU Mentorship Programme, JN Chair of the Para Working group and a number of our coaching accessing IBU Coaching courses. 7. Summer training is looking like a series of camps to focus efforts and maximise resources, with a talent campaign running alongside this that will be predominately UK based. The first TID Camp was run in October with the final one being delivered in April.	
ITEM 4	**Marketing & Sponsorship** 8. There has been a massive increase in our social media outreach and engagement which has been amazing and will help to continue to build this strong narrative as we move forward. We will maximise the upcoming R&R Show that will be launch next week and then hopefully the Olympic Games. We have also launched an Athlete media competition to increase video content across all platforms.	
ITEM 5	**Finance** 9. EW reported that 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. That said, based on the forecast we are looking to finish the season with £20K in the bank. 10. All paperwork has been submitted to UK Sport and we will have a final engagement panel on conclusion of the Winter Season.	
ITEM 6	**AOB** 11. EW mentioned to BOA engagements on the 10th and 13th Feb during the Olympics and offered the Board the opportunity to attend.	**ALL**
ITEM 7	**Closing Remarks** 12. The Chair concluded the meeting thanking everyone for their input and time. Congratulated the Team on a great season so far with much excitement to come.	