



of the 91st Board Meeting of the British Biathlon Union held at the Premier Inn, Bath Road, London Heathrow ENG at 10:15 BST on Thursday 19th May 2016

PRESENT:

Board Members

André Oszmann (AO) Chairman

Mark Goodson (MG) Secretary General & Finance Director

Carl Carrier (CC) Member Elected Director

Eddy Lowe (EL) Sport Director

Col Adrian Thurgood (AT) Director British Champs & Military Liaison

In attendance

Sgt Simon Allanson (SA) WC Team Manager & Athletes' Rep

Nick Dunse (ND) Apt Consultancy & Commercial Director (designate)

APOLOGIES:

Col Jon Campbell (JC) Director

Charles Brooks (CB) Hon Legal Advisor

Preamble - After-note

Since this Board Meeting the Chairman, André Oszmann had resigned (01 Aug 16) whilst Nick Dunse announced that he would not be able to accept the invitation to join the Board and, that Apt Consultancy would effectively terminate their work with the BBU.

In mid-August athlete Marcel Laponder signed off from the Army and retired from international biathlon. He was followed by Simon Allanson who will shortly leave the Army and thus no longer be the World Cup Team Manager (see Para 4.2). A number of issues discussed or agreed at the Mtg have therefore been largely superseded by these events.

Action

1. FORMALITIES

1.1 <u>Apologies & Conflicts</u>. AO noted the Apologies and it was confirmed that there were no conflicts. He welcomed ND to his first Bd Mtg and it was agreed that ND should not be registered as a Director until the 2015 – 16 Accounts had been signed off to Companies House, which MG anticipated being in Jul / Aug.

 $\mathbf{M}\mathbf{G}$

- **1.2** Minutes of the 89th & 90th BBU Board Meetings. The final Minutes of the 89th & 90th Bd Mtgs were confirmed as a true & accurate record of proceedings.
- **1.3** Matters Arising. None that would not be discussed on the Agenda.
- **1.4** Redacted Minutes for Web. The redacted Minutes of the 89th & 90th Mtgs would be uploaded on the web by Apt (who now had an Intern working on BBU matters).

ND

2. FUNDRAISING & SPONSORSHIP

2.1 Apt Update. ND reported that:

- a. The new Brand had been well received.
- b. There had been 10,000 web visits since January.
- c. The BBU Facebook Group had some 960 members.
- d. Since January some 50 people had signed up for the Supporters Club and a further 25 for "Experiences".
- e. The Lottery can be automated through a combination of WordPress (Website infrastructure) and Skrill (payment provider) and it was agreed to progress with the plans to do so.
- f. Apt were working with a firm called "Parallel Blue" who were specialists in Event Management and travel logistics.

ND and AO explained the advantages the link with Parallel Blue should bring:

- g. They would work on a Launch event or Awards Night in September at a time convenient for Amanda Lightfoot & Scott Dixon. (Possibly week 1-9 Sep, albeit MG, EL & SA would be at IBU Congress then).
- h. They would work with Herbert in Ruhpolding to bring Corporate Guests to the Brit Champs.
- i. They would monitor and encourage traffic to and sales through the website.
- j. Together with the hosting of the web and IT support the Value in Kind was some £ 20 K.

AO further outlined discussions he had had with Apt:

- k. Stewart Keiller (Apt) would lead on Cash Sponsorship.
- I. AO on Organisational Changes.
- m. Parallel Blue on all Event Management.
- n. ND on Marketing & Commercial, and it was agreed that "Marketing Director" would be a better title than "Commercial Director".
- **Sponsorship (non- Apt).** SA had negotiated a deal with a potential supplier, but as it was only for up to approx £ 10K VIK it was agreed that their logo should not yet go on any clothing etc. Amanda Lightfoot (AL) had also procured (at no cost) clothing for the two teams from Podium in the USA. A contract for new sunglasses / eyewear was about to be signed by MG. AO stated that he had a verbal agreement from that a 3rd party would provide £ 20 K sponsorship.

3. FINANCE

Budget 2015 - 16 MG presented the proposed budget, which allowed for participation in all WC & IBU Cup events, but with no added luxuries. There was a lengthy discussion concerning the projected deficit of £ 17.5 K in Apr 17. This was clearly not sustainable, especially as MG would make no more personal loans to the BBU. However in view of the "agreement" of £ 20 K (Para 2.2), which was not included in the forecast, it was agreed to accept the Budget. With the £ 20 K, there would be a projected surplus of £ 2.5 K but should the £ 20 K not materialise there would have to be a major revision.

AO expressed opinion that any salaries paid to staff would need to be "IR 35 compliant". MG undertook to discuss with our Accountants / Auditors who would understand the HMRC "Employment Status Manual" better than he did!

MG

<u>After-note:</u> Increased grants from the IBU and payment of a previously disputed grant from the AWSA, project (mid-Aug) a surplus of £ 12.2 K. However that assumes receipt of the £ 20 K.

4. SPORT

4.1 Sport Director Report. EL was warmly thanked for producing his comprehensive Annual Report. Sadly, he commented, that it was the worst season he had reported on as GBR slipped further down the World rankings and will only have a WC quota for 1 x Man & 1 x Woman next season. Only 2 men and one woman are currently WC qualified. Although we can register four Men & Women for IBU Cup only 3 can start and no women were again selected for AABDS (the Jackson Squad) in Ruhpolding.

The immediate future was far from rosy especially as at the end of last season we had no men or women even qualified to fill our 1 x Man and 1 x Woman quota for OWG 2018. At was just outside qualification, but she had done it all before and as long as she did not repeat her poor form of last season should make the Olympic grade. It would be harder for Scott Dixon (SD), whilst Marcel Laponder would have to improve by an unprecedented and all but impossible amount to qualify.

4.2 OWG 2018 Planning. MG reported that he had concluded satisfactory discussions with the BOA and that both parties had agreed on draft Selection criteria for PyeonChang 2018. IOC Olympic Scholarships had been applied for both AL & SD, but BOA stated we would probably only be awarded one. SA reported that he had attended a BOA 2018 briefing at Loughborough just 24 hours previously. There was little of substance to concern the BBU at this stage; more would be forthcoming after Rio, and there was a "test event" World Cup in PyeongChang in Feb 17.

SA then stated that due to unforeseen circumstances he may be leaving the Army (and thus the GBR team Manager's post) before the winter season. It was agreed that this did not present a critical issue during the summer and that various options, and an open minded approach, would need to be considered should it be necessary to seek a new Team (Olympic) Manager.

<u>After-note:</u> The BOA / BBU Selection Agreement was confirmed and signed off on 07 Jul 16. BOA also confirmed that awards of (any) IOC Scholarships will not be made before Oct 16.

Coaching Working Group. CC stated that they had not progressed further and that no comments on his paper had been received. MG said he had a few. CC proposed to go firm with the Proposals at the next Bd Mtg.

MG

5 EXTERNAL AGENCIES

- **5.1 BOA.** AO reported that it was all "Rio ... Rio". Nothing significant to report for winter sports, but obviously huge media interest in all the Doping scandals fortunately not affecting BBU.
- 5.2 IBU / UK Sport / UKAD. MG stated nothing significant from IBU; he had attended the Info Committee during IBU Committee Week in Vienna in Apr. He confirmed payment of Grant from UKS (for MG, EL & SA) to attend the IBU Congress in Chisinau MDA, 01 05 Sep. Finally he reported on the meldonium issues that have afflicted the IBU and other sports and reported that Terry Hall had, through Apt, updated the "Medical and Anti-Doping" page on the website.
- CSWSA / AWSA. AT confirmed that all was on track for Ex Rucksack (Army & British Champs). He will be on an operational tour at the time, but hoped to visit for a weekend. Maj Adam Lloyd would move from Secretary to fill AT's role as Ex Director with Major Sarah Greig (formerly Burke) replacing Maj Lloyd. Col Baz Bennett (A/Chairman Army Nordic) & Col Ritson Harrison (BA(G) Sport Bd) would handle Protocol and any Seeding issues. He further stated that Bd Member Col Jon Campbell was also likely to miss Ruhpolding as he will be posted abroad at the time.

6 GOVERNANCE

6.1 <u>Board Succession / Tasking.</u> MG stated that he was prepared to step down as Sec Gen from 01 Nov 16 should there be a suitable volunteer successor. However he did not believe that there would be a "volunteer". He was not minded to remain on the Board to "hold the hand" of any successor. EL was minded to hand over at the same time but felt it would be most unlikely, as to find an unpaid Performance / Sport Director would be all but impossible. He re-iterated it was still his intention, and that of MG, to do all they could to get two athletes to OWG 2018.

AO suggested that the posts be advertised on the website.

MG

<u>After-note:</u> Following the resignation of AO and imminent departure of SA (see Preamble), their posts have been advertised on the website (closing date 04 Sep 16). MG & EL believe it would not be advisable for them to leave at this stage and intend to stay on and "get two athletes to OWG 2018".

7 ANY OTHER BUSINESS

7.1 <u>Frequency of Bd Mtgs.</u> CC raised the issue of having more Bd Mtgs, or failing that, "Virtual Mtgs" by web-cam / Skype etc. AO felt that it was difficult enough to fix suitable dates for the 3 or 4 Mtgs already held annually and that there was nothing to stop unplanned Conference Calls or Emails should the need arise. NFA.

MG

7.2 Athlete of the Year. After 10 years the BOA was no longer supporting the "BOA / NGB" Athlete of the Year award. MG had circulated reasons for not awarding our trophy after what had been a pretty dismal season with few high spots. After some discussion it was agreed that this Award would be in abeyance until there was a genuine contender. It could then be awarded at the proposed "Awards Night".

MG

Date of Next Meeting. Wed 02 Nov 16 at the Army & Navy Club – probably morning only; tbc. However it was also agreed that should there be a significant change in the financial fortunes of the BBU (either because of the lack of the £ 20 K or a very welcome influx of sponsorship), and given the uncertainty surrounding the future of SA and the possible departure of MG, a Mtg on 04 Jul could be held (probably at Premier Inn, Bath Road).

<u>After-note:</u> The Mtg on 04 Jul was deemed not necessary. However, unless new Directors are appointed before 02 Nov, there will only be two of the current five Bd Members actually present in the UK. MG & EL will meet CC in Ruhpolding on 06 Sep 16 and date of next Bd Mtg will be announced later; it will probably be at the British Championships in Ruhpolding 04 Feb 17.

The Meeting closed at 15:45 BST.

Signed by:	Date:	
Mark Goodson Secretary General		