



**Minutes of the 84<sup>th</sup> Board Meeting of the British Biathlon Union  
held at The Hotel Ruhpoldinger Hof, Ruhpolding GER  
at 12:00 CET on Friday 24<sup>th</sup> January 2014**

**PRESENT:**

**Board Members**

	Mark Goodson	(MG)	Secretary General & Finance Director
	Col Jon Campbell	(JC)	Development
	Carl Carrier	(CC)	Director Special Projects
	Eddy Lowe	(EL)	Sport Director
	Col Adrian Thurgood	(AT)	Director British Championships & rep for NM
<i>By Skype</i>	André Oszmann	(AO)	Chairman

**In attendance**

	SSgt Marc Walker	(MW)	Sochi 2014 Olympic Manager
	Charles Brooks	(CB)	Hon Legal Advisor (from Item 3)
	Mr Mike Moran	(MM)	Aspen Healthcare Solutions (Item 17 only)

**APOLOGIES:**

	Brig Neil Marshall	(NM)	Director Military Liaison
	LBdr Lee Jackson	(LJ)	Athletes' Rep & Team Captain
	Terry Hall	(TH)	BBU Anti-Doping Officer
	Bdr Simon Allanson	(SA)	Team Manager (Designate)

**FORMALITIES**

**ACTION**

**1 Apologies & Conflicts**

**1.1** MG noted the Apologies and stated that although AO was not present he was on Skype. However as AO did not believe he could effectively chair the Meeting via Skype he proposed that AT be the Chairman of the Meeting, and this was unanimously agreed.

**1.2** MG confirmed that although CC was coaching some CBNSC athletes and would manage them at the Youth/Junior World Champs this it was unlikely to be material as a Conflict of Interest to today's Agenda.

**2 Minutes of the 83<sup>rd</sup> BBU Board Meeting**

The Minutes of the 83<sup>rd</sup> Bd Mtg were confirmed as a true & accurate record of proceedings. However an After-note was required in Item 13 to the effect that AO was now willing to stay as Chairman until 30 Apr 14 and assist in the orderly closure of the BBU should it come to that. If the BBU survived he would be happy to continue post 30 Apr 14, if asked by the Board. MG re-iterated the gratitude that the Board had expressed when AO has made these two offers in Nov 13, and confirmed that they were delighted to accept them both.

**MG**

### 3 Matters Arising

Item 3 referring to Item 7 of the 82<sup>nd</sup> Mtg (3<sup>rd</sup> Party Liability) was still to be reviewed.

MG

*Charles Brooks (CB) arrived at this stage and was introduced to those Board Members he had not previously met. AT thanked him for interrupting his busy schedule in order to devote time to what was going to be a very important weekend and AGM for the BBU.*

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### SPORT

- 4 **Sport Director.** EL was thanked for continually updating his “Results Reports & Stats”. EL stated that the Women’s World & IBU Cup results had been much as expected. The WC Men had done slightly better than expected in spite of missing the relay at WC 6 through illness. The recent IBU decision not to include results from Sochi in Nations Cup points would be to our benefit and it was realistic to expect the men to now remain in the Top 25. Remaining in the Men’s Top 20 in the IBU Cup remained touch and go, but the voluntary decision of some WC athletes to race at IBU Cup and gain extra points was as appreciated as it was necessary.
- 5 **Head Coach.** MW reported that the switching of athletes from WC to IBU Cup and back again at short notice had increased the work-load for himself and SA. Although it was a short term necessity he did not feel that it was a workable long term solution without extra support staff. He commented on the lack of support staff and logistics that GBR had compared not just to the “big” Nations but also to those fighting for Top 25/ Top 20 places. On behalf of LJ (the Athletes’ Rep) MW expressed gratitude for the continued support of the Board in general, but of EL & MG in particular during what had been a difficult and busy season in the run up to Sochi. He further stated that the visit of AT to Norway to explain the possible closure of the BBU had been much appreciated by the athletes.
- 6 **Development.** JC confirmed that 39 Engr Regt in Kinloss was able to host the proposed Army Biathlon Development Squad, which would replace the NDS. He confirmed that the ABDS would be open to the RN/RM and RAF but not, at present to civilians; in this respect it would effectively be a military biathlon club. He would announce more detail at the AGM. As agreed at the 83<sup>rd</sup> Bd Mtg, the BBU would play no part in the structure or admin of the ABDS although EL would continue to provide stats as an aid to selection. The name of the Head Coach (Sgt or SSgt) and assistant(s) was still to be confirmed.

*After-note: SSgt Adele Walker has been kindly released by 29 Regt RLC as Head Coach, with Cpl Ben Woolley again being released by 17 P&M Regt RLC as Assistant Coach. Courses (commencing in April) and the Academy will follow the format established by NDS. The involvement of Gordon Seaton and fees payable are still to be confirmed.*

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### EXTERNAL AGENCIES

- 7 **Sochi 2014.** MG reported that after all the efforts of himself and the BOA in finally completing the Selection & Appeals procedures, it had not been necessary to call the Appeals Panel. Amanda Lightfoot remained the only female Olympic qualifier and after WC 4 Kevin Kane had ruled himself out of qualifying and thus Lee Jackson, together with Amanda, were nominated to the BOA. The BOA announced their selection on 13 Jan.

There had been considerable media interest in the selection (approx 4 or 5 times as much as in 2010) although some of this reflected our possible demise. Until 19 Jan most of the media had been handled by MG but from then it had been very much the athletes and MW who were in the spotlight and thus dealt with the bulk of media enquiries.

MW reported that after the athletes left WC 6 in Antholz on 18 Jan they had travelled to Manchester on 19 Jan for kitting out, and then on 20 Jan to Ridnaun for the final training camp. The BBU athletes were the first from Team GB to be kitted out and Amanda Lightfoot in particular became the face of the new Team GB clothing. She had featured on BBC TV, ITV, Channel 4 and Sky as well as on Radio 4 and 5 Live on Mon 19 Jan. It had been an exhausting but memorable day for all of them (Amanda, LJ, SA and MW). The training camp was going well in good snow and living conditions and Sky were due to visit and film in a few days. The BOA arrangements for travel to and from Sochi looked good and their overall admin and approach seemed to be very professional.

AT asked that MW pass on the best wishes and good luck from the Board and all members of the BBU.

MW

- 8 **IBU.** MG reported that he, EL, MW and SA had attended the IBU's 20<sup>th</sup> Anniversary in Hochfilzen during WC 2. Notwithstanding the situation in the Ukraine, no decision was expected for a couple of months on whether the IBU Congress scheduled for Kiev in September would be moved. MG confirmed that Congress would be briefed on the proposed new "FIS Points" scoring system to replace percentages.
- 9 **BOA.** AO had attended the NOC in November where the new CEO Bill Sweeney had been introduced. Although Mike Hay had spoken on preparations for Sochi there was in fact nothing to report that had not already been passed on to MW. Most of the meeting had focussed on Rio 2016, but the NOC had approved and voted in favour of new Articles of Association.
- 10 **Other Agencies.** MG reported that the four earmarked potential Olympic athletes were still being tested "Out of Competition" by UKAD; they would remain on the UKAD / ADAMS list at least until the end of this season. There was nothing to report from UK Sport.

*After-note: On the day after this Bd Mtg and for the first time in over 20 years UKAD "In Competition" testing took place at Ex Rucksack.*

- 11 **CSWSA / AWSA.** AT commented that 238 athletes were registered or expected to attend Ex Rucksack, although not all would be biathletes. The message from the Chain of Command on the future of Nordic skiing in the Army remained good. He was hopeful that NM would be back from Afghanistan for the next Mtg. He was delighted that 39 Engr Regt was able support the new ABDS.

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## SPECIAL PROJECTS

- 12 CC was thanked for drawing attention to various fund raising projects including "Crowd Funding". It was agreed that the Funding Sub Committee would look at this and other possible revenue sources, including "Just Giving" at the end of the season. There was a short discussion concerning the merits of again looking at charitable status (MG had spoken to the company that had arranged the AWSA's new charitable status and that he & AT would also discuss further at the end of the season). CB stated that many sports

MG, AT

clubs had taken advantage of a Revenue saving scheme through HMRC by becoming a CASC (Community Amateur Sports Club).

*After-note: MG has checked and indeed there are over 6000 CASCs in the UK but none of them are governing bodies, so CASC does not appear a route to follow.*

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## FINANCE

- 13 MG submitted the running budget which showed that if all planned activities continued there would be a projected deficit of £ 3.9 K at the end of the season. With a couple of small savings and by not paying for training camps this would be just £ 200; after a discussion that went round in circles MG said that has he covered all the debts anyway, he would pay the £ 200 himself. However there was still £ 5 K due for mini bus hire until the end of the contract in Oct 14. The budget thus failed to meet the requirement set at the 83<sup>rd</sup> Bd Mtg that there should be a surplus at the end of this season to cover the mini bus. MG & EL stated that if this was to be achieved it could only be done either if the teams quit the WC and IBU Cup circuit after Sochi, or part of the new sponsor's money (Item 15) was used to cover the deficit. Finishing after Sochi would mean only one man & one woman in WC and only 3 men in IBU Cup. After a lengthy discussion it was agreed that the latter choice was the only course if there was to be any international future.
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## GOVERNANCE

- 14 **Articles of Association (AoA).** CB reminded the Mtg that it had always been the Board's intention to modernise the AoA after Sochi, and that this had been announced at the past two AGMs. As the proposal had to be passed by a majority of the members the vote would have to be postponed until 2015, unless an EGM was called later in the year. The proposed new AoA had been circulated round the Board and published as legally required on the website in advance of the AGM.

CB confirmed that the new Articles complied with both the 2006 Companies Act and the 2012 UK Sport and Sport England governance for NGBs as well as the Sport & Recreational Alliance (SRA) model articles for NGBs. He fully agreed with AO & MG who had helped him draft the AoA, that they would not be necessary had there not now been a firm offer of sponsorship (Item 15).

There had been one, out of character, comment from Cairngorm BNSC , primarily expressing disappointment that the BBU seemed to be neglecting its role in support and developing the sport "amongst all sections of the community". CB stated that this was not the case and if anything, Para 3.1.3 of the new AoA reinforced this support. MG was asked to reply explaining the position and that in practice any changes of wording were not fundamental and that the original Article were effectively only being "tweaked" to bring them into line with the SRA model.

MG

After some Q & A and discussion with CB, AT asked all present to agree with the new AoA. With the exception of CC this was unanimous. CC was concerned about the perceived lack of support for development and the new proposal concerning the ability of the Board to remove any Director by asking him (or her) to resign if there was a 2/3rds majority of the Board. AO reminded CC that whilst he was quite within his rights to disagree at the Bd Mtg he must accept that the proposal to adopt the new AoA was a collective Board decision, effectively a "3-line whip", and thus he could not speak against

it at the AGM. CC accepted the primacy of the Board decision.

- 15 Sponsorship.** MG confirmed that the discussions he had over the past 2 months with the “mystery sponsor” had borne fruit and that at the AGM the sponsorship of £ 252,000 spread over 3 years would be announced by the sponsor in person. The contract would be for 3 years, but the BBU would of course have to budget for 4 years to include the OWG Pyeongchang 2018.

MG stated that he was delighted to announce that Aspen Healthcare Solutions (AHS) were, subject to agreement by the Board and the signing of contracts, a new Principal Sponsor of the BBU. Their CEO, Mr Mike Moran, was known to some of the Board and would be joining the Mtg shortly. MG felt there was nothing he could add until Mr Moran arrived.

There was some discussion as to when Mr Moran should be introduced to the Members at the AGM and it was concluded that this should be during the opening “Special Resolution” Item.

- 16 BBU Immediate Future.** EL had circulated a paper with his ideas (as Sport Director) on the immediate future of the team for the 2014 – 15 season. The only written comment came from CC which was somewhat at odds with the EL proposals. With time running out it was agreed that Ruhpolding would remain the primary centre of summer training, but that all other options needed further consideration. As ever they were reliant on budgets and availability of athletes & staff.

EL, MG,  
SA

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#### ANY OTHER BUSINESS

- 17** There was no AOB, *however Mr Mike Moran of Aspen Healthcare Solutions (AHS) had literally just arrived in Ruhpolding and joined the Meeting. He was introduced to those he did not know and was warmly thanked for the extreme generosity of AHS in sponsoring the BBU.* Mr Moran stated that:
- he had been involved in biathlon as a racer, coach and sponsor through the AWSA and RAMC (Royal Army Medical Corps) for over 30 years. He had been coached in his early days in the sport by Eddy Lowe! After some lengthy negotiations through Bob Anderson of RMA Sports (UK) Ltd, it was with regret that he had not been able to complete a plan to sponsor the BBU some 12 months previously;
  - after the November 2013 announcement that the BBU would cease to operate at the end of the current season should a major sponsor not be forthcoming, he and MG held discussions which resulted in a Letter of Intent being signed on 20 November 2013. For commercial and other reasons, the detail could not be made public until the AGM;
  - that “there were only two strings attached to his offer”. First was that MG should stay as Sec Gen for at least 12 months after his proposed retirement date in Sep 14. Second was that his Board expected the BBU to modernise its governance in accordance with the proposed new AoA. He expected the initial AHS sponsorship to be targeted towards support for the National Teams and thus ensure that GBR would be represented at the OWG 2018 in Pyeongchang;

- he did not rule out against additional incremental payments and further stated that it was his intention to network with other like-minded companies and contacts in The City (of London) with sporting interests. If further sponsorship was forthcoming he hoped that some of it could be specifically targeted towards Youth and Development. Through the Moran Sports Foundation he had previously been able to support youth and young adult sporting ambitions, so he had some experience in this area;
- he stated that the sponsorship would commence from April 2014. It would be spread over 3 years. In Year 1 the total would be £ 60,000; in Year 2 it would be £ 84,000 and in Year 3 it would be £ 108,000. The total over 3 years being £ 252,000.

*After-note: The sponsorship will now be spread over 4 years with £ 60,000 per year = total £ 240,000. The first payment will be due in Apr 15.*

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#### **DATES OF NEXT MEETINGS**

**18** 16:45 CET Sun 26 Jan 14: 17<sup>th</sup> AGM – RLC Bar, Neuwirt Schule, Ruhpolding.

18:00 CET Mon 27 Jan 14: EGM (in the event that the AoA are not passed at the AGM) - RLC Bar, Neuwirt Schule, Ruhpolding,

TBN Apr 14: 85<sup>th</sup> Board Meeting.

**After-note: 85<sup>th</sup> Bd Mtg confirmed at 14:00 BST Thu 24 Apr at HQ RLC Deepcut.**

**AT, MG**

*The Meeting closed at 15:10 CET.*

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**Signed by:**

**Date:**

**André Oszmann**  
**Chairman**