



British Biathlon Union

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MINUTES
of the 85th Board Meeting of the British Biathlon Union
held in the RLC Officers' Mess
Princess Royal Barracks, Deepcut ENG
at 14:00 BST on Thursday 24th April 2014

PRESENT:

Board Members

André Oszmann	(AO)	Chairman
Mark Goodson	(MG)	Secretary General & Finance Director
Col Jon Campbell	(JC)	Development Director
Eddy Lowe	(EL)	Sport Director
Brig Neil Marshall	(NM)	Director Military Liaison
Col Adrian Thurgood	(AT)	Director British Championships

In attendance

Terry Hall	(TH)	BBU Anti-Doping Officer
LBdr Lee Jackson	(LJ)	Athletes' Rep & Team Captain
Mike Moran	(MM)	Aspen Healthcare Solutions
SSgt Marc Walker	(MW)	Sochi 2014 Olympic Manager

APOLOGIES:

Carl Carrier	(CC)	Director Special Projects
Charles Brooks	(CB)	Hon Legal Advisor
Bdr Simon Allanson	(SA)	Team Manager (Designate)

Action

1. FORMALITIES

- 1.1 Introduction.** AO welcomed everyone and especially MM. He again thanked him for the wonderful sponsorship offered by Aspen Healthcare Solutions, which undoubtedly was the only reason why the BBU was not folding on 30 Apr. He stated that the Board would warmly welcome MM as an appointed director, but this should be confirmed under Item 5. He thanked AT for Chairing the previous Meeting in his absence, and for facilitating today's Meeting and Dinner.
- 1.2 Apologies & Conflicts** . AO noted the Apologies and it was confirmed that there were no conflicts. AO stated that just as when he had been "the sponsor with Skandia" there could always be a chance of a specific conflict for MM, although none had happened during his own time with Skandia.
- 1.3 Challenge to the new Articles of Association (AoA).** This was an additional and important addition to the published Agenda.
- 1.4 Minutes of the 84th BBU Board Meeting.** The Minutes of the 84th Bd Mtg were confirmed as a true & accurate record of proceedings.

1.5 **Matters Arising.** None that would not be discussed on the Agenda.

2. **SPORT**

2.1 **Sport Director.** EL was thanked for the excellent “End of Season Report” that he had produced and for the constant updates throughout the winter. He stated that all the teams had done better than or as well as expected, and there was a bright future ahead with both Lee Jackson & Amanda Lightfoot expected to now focus on Pyeongchang 2018. Scott Dixon had produced the best ever GBR Junior World Championship result in the 15 km Individual, although the other Junior men had been disappointing. He warned that although there had been some close shaves percentage-wise there were still only 4 male athletes with WC qualifications. He noted that there were no Junior Women on the horizon and with the retirement of Adele Walker we currently only had 2 women capable of competing on the International stage.

On behalf of the Board, AO congratulated Lee Jackson & Scott Dixon on their PBs (OWG & Junior Worlds) and Amanda Lightfoot on her OWG selection. He thanked the support staff for their efforts throughout a long season.

2.2 **Sochi 2014.** MW gave a short report on the whole Sochi 2014 experience. The BOA had gone out of their way to provide an excellent overall service, if a bit “over the top at times”. Within a couple of days of arrival in the very good accommodation some of the hype had died down but there was a constant Media & Security presence. He felt that Amanda had been a bit overwhelmed and her somewhat disappointing results reflected this. How the BOA had thought that we could have survived without the IBU Accreditation made available to SA was a mystery; they both worked rather long hours! MW will attend the BOA Sochi de-brief in Loughborough on 07 May. *Afternote: BOA suggested that the OQS for 2018 could be more severe than the 15% it was for Sochi (and Vancouver). In 2006 it had been 10%!*

LJ said that after his experience of Vancouver 2010 he had deliberately kept a low profile and thus suffered little stress. The communication between BOA and athletes in Team GB had been good. The biathlon facilities were second to none.

MG stated that there had been some 6 to 10 times as many media enquiries as for Vancouver; this included a big increase on Facebook and Email enquiries. This was a lesson for 2018 and he suggested BBU needed a Media Manager by then.

tbc 2016

2.3 **Athletes’ Rep.** LJ had little to add to the previous 2 reports. But warned that we were going through a definite “transition phase” with some athletes nearing the end of their careers and others perhaps not showing the promise we once thought. This was no different to other NFs immediately after an OWG. He felt that all athletes, especially those needed to set personal goals for the next 4 years. He was not as convinced as EL on the perceived “bright future ahead”.

SA

2.4 **Development.** JC reported that 13 men and 5 women had reported for the first ABDS Course at 39 Engr Regt in Kinloss. Weapons were literally en route from Donnington. He would be visiting in June and also wished to meet with the Cairngorm and Huntly Clubs during his visit. ABDS was effectively a “Club within a Club” i.e. an Army Club within an all Army environment. It was open to RN/RM and RAF but not at present to civilians. This was an aspiration, as was the construction of a range within the camp.

Both MG & EL stated that they had been approached by Gordon Seaton who was concerned that no arrangements were yet in place to pay him for the use of the range. JC confirmed that Gordon would be paid.

- 2.5 UKAD.** TH issued a report and said It was vital that the athletes kept their reporting locations up to date as two athletes already had one strike against their name. An athlete not at the stated location at the set time (“The Golden Hour”) is allowed just 2 strikes. It seemed clear that UKAD was expecting all NGBs to do more to educate all their athletes, not just those in the National teams. It was agreed that whilst it was clearly not possible to educate all potential Army Regimental athletes there may be scope for TH to have a session with those at ABDS. AO asked what UKAD saw as the ultimate responsibility of the NGB and TH stated it was basically up to each NGB to decide its own level of responsibility. AO wondered if the Board needed AD education. It was agreed to defer any decision until the next Bd Mtg.

TH, JC

3. EXTERNAL AGENCIES

- 3.1 BOA.** AO briefly reported on the March NOC where the general feeling was that Sochi was a job very well done. He will be having a one-to one meeting with the new CEO Bill Sweeney shortly. Bill comes from a commercial background (his last post was a senior one at adidas) and he seemed to have ideas on funding that were more akin to AO’s and to the possible benefit of all winter sports. Under Lord Coe and Bill there was a definite move towards “back to basics” with the BOA concentrating on its own core business i.e. Olympic preparation and delivery, rather than some of the more fanciful ambitions e.g. the now defunct Winter Sports Institute project.
- 3.2 IBU.** MG reported that a decision on the venue of the September Congress (currently Kiev) was not now expected until the end of May. Salzburg or Vienna was the likely alternative. It was agreed that MG, EL and probably MW would attend. MW stated that at briefings on the WC circuit it would appear that the new FIS points type qualification system would shadow the existing percentages system. Full details tba at Congress.
- 3.3 UK Sport.** AO reported that the (relatively) new Chairman of UK Sport, Rod Carr - formerly of the RYA and thus well known to AO – appeared to be adopting a more open and understanding approach to the NGBs, especially those unfunded. However there was no change to the “No compromise” position of UKS with regards to funding; there thus appeared to be little prospect of any funding for the BBU in the current 4 year cycle.
- 3.4 CSWSA / AWSA.** NM reported that the first 150 new Anschutz rifles had been in use during the winter, there had been a few teething problems with the expertise of the Donnington armourers and BANSC was working on this. A second batch of 150 would arrive for next winter. He stated that the new CGS did not appear to be a big Nordic fan, but he was working on it!

AT reported that the Army had appointed a new Elite Athlete’s Manager (Lt Col (Retd) Alan Billings late RAPTC) who was being paid from the G4S funds post London 2012. However he would not be doing the same job as Gary Jones and currently biathlon would not benefit at all from his appointment. He was specifically tasked to work on Talent ID and support of the 7 or 8 sports agreed by the Army and UKS. AT confirmed

that Ex Rucksack, and thus the British Champs, looked secure for the next 5 years as work on the contract post 2015 was already on-going.

4. SPECIAL PROJECTS

- 4.1 CC had circulated a report of the Biathlon Junior World Champs which was accepted without comment other than that suggestions ref Training Camps and Pooling Resources were not practical at present. He was thanked for managing the team at Presque Isle.

The Board noted his report on Agenda Items, and agreed with the column "Comments made thus far".

LJ confirmed that the athletes had not been over impressed with the 2014 Podium race suit and as there would need to be a revision of the Aspen logo he will discuss further with EL and MM.

LJ, MM,
EL

After-note: CC had commented on our possible future charitable status. MG has since ascertained that until the new AoA are finally adopted at the AGM 2015, we can proceed no further on this issue.

5. FINANCE

- 5.1 **Sponsorship & Finance Committee.** JC had little to report other than comment from Nicola Walker that there had been a very poor response to the Lottery since the AGM; no regimental athletes had joined. He stated that sadly with work and BBU Development commitments he was now unable to devote any more time to this Committee.

A lengthy discussion followed with a number of options being considered. Having said he was willing to join the Committee, MM eventually offered to head it, and this offer was gratefully accepted. It was also agreed to offer an appointed Directorship to MM, which he graciously accepted.

MM felt that he would be able to interest 3rd parties through leverage due to the buying power of his own company and especially from the close relations he had with a number of influential customers, managers and sporting contacts. Apart from money he would also target benefits in kind such as vehicles and try and find sponsors or support for specific areas such as waxes and waxmen.

- 5.2 **4 Year Budget & Sporting Targets.** Reference was made to the projected budgets and goals discussed at the 29 April 2013 Strategy Day, and how the Aspen sponsorship could dovetail in. MG said that as would be explained in the next Agenda Item, there would be precious little extra based on the current level of sponsorship and that a 4 year budget was neither practical nor timely at present. In answer to a question by AO as to "what was the realistic number of athletes we could expect to field at OWG 2018?" LJ, MG & EL all stated "one man & one woman". It was felt that there was no realistic chance of having 4 men before 2022.

It was noted that next season could be a difficult one to manage as MW was leaving the Army although may well have a role as Sec Gen (designate) or even Asst Sec Gen. SA

may be on the Army redundancy list (tbc 12 June) and as discussed in Item 3.4 there was no Army team Manager. LJ pointed out that the top 3 male athletes were not getting any younger and only Scott Dixon has qualified for World Cup. Only Nerys Jones was considered as a female starter alongside Amanda Lightfoot.

MW wondered why more athletes were not coming through and other than not having money to support military and civilian development what we were doing wrong. EL said it was nothing new; the Army of today was totally different to that which Marc had joined and the general attitude and support of all sports was not the same as in the old BAOR days. NM expressed confidence that post Afghanistan there would be a renewed emphasis on sport, but all agreed that, as ever, money was the driving force no matter how enthusiastic the athlete (or the Army) was.

AO said it was still important to keep on top of the more achievable aspirations discussed at the Strategy Day, and that at the next Bd Mtg we should take a fresh look at the goals and establish some KPIs as well as spending time on our Board structure.

- 5.3 Budget 2014 – 15.** MG had circulated his proposed budget. AT asked why there were still Creditors of £ 39K when it had been agreed that we would break even at the end of the FY on 30 Apr 14. MG said that with £ 18.5K in the Bank and a further £ 23K of Debtors we actually had a theoretical surplus of £ 2.5K. All the debtors were due to pay within the next few weeks, and were (as always) “late” payments in our next FY but for the current FY.

Yellow highlights show areas that MG requested the Board to approve. The expenditure on waxmen was specifically at the request of the athletes who felt that wax support was paramount. MG warned that if SA left the Army we would almost certainly have to pay for a manager for the WC team. MG further pointed out that with the reductions in Army grants; CILOR, Athlete Subs due to having fewer athletes the perceived £ 60K increase from Aspen was, in reality, only a net £ 35K increase.

With surprisingly little discussion the budget was passed unanimously. MG agreed to produce a cash-flow spreadsheet for the next Bd Mtg whilst LJ agreed to rack up the search for waxmen.

MG
LJ

6. DATES OF NEXT MEETINGS

- 6.1** ~~Fri 27 Jun 14 at Deepcut.~~ Now changed to Fri 04 July (10:00 BST) at PRB Deepcut; **but not in the Officers’ Mess. It will be at HQ DCLPA in the main barracks – details follow.**
- 6.2** Thu 30 Oct in London (10:00 GMT) - almost certainly in the Army & Navy Club.

The Meeting closed at 17:30 BST.

Signed by:

Date:

André Oszmann
Chairman