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MINUTES

of the 86th Board Meeting of the British Biathlon Union
held at HQ DCLPA
Princess Royal Barracks, Deepcut ENG
at 10:15 BST on Friday 4th July 2014

PRESENT:

Board Members

André Oszmann	(AO)	Chairman
Mark Goodson	(MG)	Secretary General & Finance Director
Carl Carrier	(CC)	Member Elected Director
Col Jon Campbell	(JC)	Development Director
Eddy Lowe	(EL)	Sport Director
Brig Neil Marshall	(NM)	Director Military Liaison
Mike Moran	(MM)	Commercial Director
Col Adrian Thurgood	(AT)	Director British Championships

In attendance

Terry Hall	(TH)	BBU Anti-Doping Officer
LBdr Lee Jackson	(LJ)	Athletes' Rep & Team Captain
Bdr Simon Allanson	(SA)	Team Manager
SSgt Marc Walker	(MW)	Sochi 2014 Olympic Manager

APOLOGIES:

Charles Brooks	(CB)	Hon Legal Advisor
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Action

1. FORMALITIES

- 1.1 **Apologies & Conflicts.** AO noted the Apologies and it was confirmed that there were no conflicts.
- 1.2 **Minutes of the 85th BBU Board Meeting.** The Minutes of the 85th Bd Mtg were confirmed as a true & accurate record of proceedings.
- 1.3 **Matters Arising.** None that would not be discussed on the Agenda.

2. GOVERNANCE

- 2.1 **Articles of Association (AoA).** AO referred to a letter sent to member David Gordon Hughes (DGH) on 20 May, following a visit to him on in Cardiff on 14 May by himself & MG. He reminded the Bd that we had, inter alia, informed DGH that we agreed to conduct our business as if the new AoA had been adopted, but that we must be sure to avoid doing anything that could prejudice any member when compared to the previous AoA. (In practice there is very little difference in our daily activities between the old and new). MG stated that the cumulative time spent by the BBU on the issues

raised by DGH was approx 50 hours.

A lengthy discussion followed with the key decisions being :

- 2.1.1 Right to Inspect Accounts. DGH was concerned that the BBU may be in breach of s423 of the Companies Act 2006 by not allowing inspection of the accounts. This was categorically not the case as the accounts are always presented at the AGM and in future will be circulated in advance to all members. In addition the Mtg agreed to follow a number of NGBs and “allow inspection by Officers of the Company”.
- 2.1.2 UK Open Forum. The Mtg agreed that we could run an Open Forum in the UK in conjunction with a Bd Mtg in 2015, should there be a demand.
- 2.1.3 Skype at the AGM. The Mtg agreed to look at the practicality of using Skype at the next AGM, although it was felt this was probably not technically or logistically feasible.
- 2.1.4 Minutes on Web Site. The Mtg agreed that Minutes of Bd Mtgs would be published on the website (except items of a private or commercially sensitive nature).
- 2.1.5 Non-Executive Directors (NED). The Mtg agreed that NEDs would have to be ratified by the Members at the AGM.
- 2.1.6 Elected Directors. The Mtg agreed that elected Directors would stand for only 2 years before re-election, but that they would not all face re-election in the same year.
- 2.1.7 Athletes’ Rep. The Mtg agreed that the Athletes’ Rep (LJ) should have a vote on the Board, with immediate effect (except where conflicted).

Changes, where appropriate, will be incorporated into the AoA to be voted on at the AGM in Jan 2015.

2.2 Director Appointments. As part of the move towards a two-tier Board system it was agreed that the role and tasks of the following Director appointments should be formalised:

Sec Gen; Sport Director; Development Director; Director British Champs; Director Military Liaison; Commercial Director; Finance Director.

Those currently holding these appointments should prepare a short “Job Spec” prior to the next Mtg for discussion at the next Mtg. AO stated that although CC was an elected Director he currently had no formal role, other than specific “Special Projects” and there was thus no need for a “Job Spec”.

**MG, EL,
JC, AT,
NM, MM**

MG agreed to update the “Board Tasks” spreadsheet before next Mtg, as a prelude to discussing the ideal Board & task structure.

MG

MM proposed that we should utilise former athletes and influential supporters as “Ambassadors”, although they would not be Bd members. All agreed to think of suitable candidates.

All

2.3 Succession Planning & Team Management

2.3.1 MG reminded the Mtg that MW leaves the Army on 18 Aug 14 and SA on 01 Apr 15, whilst MG was still expecting to retire on 31 Aug 15. We had budgeted for MW to provide some support to the IBU Cup Team and to MG during the winter, as a move towards his possibly taking over full-time from MG. However MW was not yet in a position to commit to the post of full time Sec Gen and much would depend upon his life-style choices as a civilian. He and Adele were warmly congratulated on the forthcoming birth of their first child in Dec 14, and this was another factor for him to consider in career and future planning.

2.3.2 MG warned that with Maj Sarah Burke now n/a to process military paperwork, especially CILOR, the admin of the military athletes was beginning to creak. As he, and shortly MW, were no longer serving military, they had less influence in pure military admin. NM agreed "to lean on a Unit to provide an RAO and support staff".

NM

3 FINANCE

3.1 **Sponsorship & Finance Committee.** JC stated that he no longer had time to Chair this Committee and that as he was now committed to Development it would make more sense for MM to be Chairman. MM agreed, and JC was thanked for his contribution over the past 3 years.

MM explained a plan he had drawn up for a "Discrete Sponsorship Package". This would be an offer to host up to 4 people at each WC (x9) & the World Champs. The 4 would come from companies possibly associated with the sport or Aspen Healthcare Solutions and / or identified by British Chambers of Commerce. Sponsors would meet own travel costs but be VIP hosted at the venue by BBU Ambassadors. MM estimated that if this happened for each of the 10 events the BBU could raise c £ 41.5k, but as some of the costs of each event were already included in the Budget the net bonus could be as high as £ 82.5k. It was felt unlikely that every event would be sold in the first year and that Russia (WC 9) may be a non-starter, however MM was confident that he already had interest for WC 1 & WC 6. He will actively pursue this initiative. MM also requested that MG should try to obtain the latest Eurosport viewing figures.

MM
MG

After-note: 2011 – 12 confidential figures provided but not attached to these Minutes.

3.2 **Budget 2014 -15.** After a short discussion it was decided that Team Subs would no longer be rank ranged & that 4 x athletes should be supported at the Junior World Champs. After re-paying the £ 26k owed to MG this would result in a projected surplus of £ 2.9k (rather than £ 2.7k). It was agreed that any additional sponsorship fees from any MM Sponsorship package should go into Reserves rather than be spent this FY.

After-note: (1) Decisions at the IBU Congress will result in IBU Grants in the current FY being approx £ 20k more than expected, although 50% will not be payable until next FY.

(2) After discussions with the garage ref the minibus & EL/MW/SA, MG has signed a further one year hire contract, rather than purchasing the bus this October. The money "saved" will pay for civilian coach / manager for IBU Cup team when MW is n/a.

3.3 Future Budgets. AO suggested that if the additional sponsorship funding was to materialise we should have a plan on how to spend it. Although there was an extant plan this was for approx £ 350k, whilst the 2013 Strategy Day plans had been based on very ambitious targets. He asked EL to work on what the Team realistically needed if approx £ 75k was forthcoming in FY 2015 – 16.

EL

4 SPORT

4.1 Sport Director Report. Although he had never been happy with the concept of athletes training “independently”, EL stated that at present, with no coaches, we all had to accept this was the status quo. Even if the Army provided a coach to replace MW / SA this person would be most unlikely to be suitable for the more experienced athletes. The same could apply if a civilian coach was employed, unless he / she had a well proven track record.

He stated that although Selection for the WC Athletes was a forgone conclusion there would be some form of selection races especially as 2 of SA’s current IBU Cup squad were not qualified for Trimester 1 and some new talent (2 men plus any women good enough) would have to be selected (either from ABDS or CBNSC). He confirmed that for WC we have 2 male & 1 female start places; for IBU Cup 4 male & 4 female.

After-note: Selection will take place in Beitostølen NOR on Mon 17 & Wed 19 Nov.

SA, LJ

4.2 Team Manager Report. MW had effectively handed over team responsibilities but was the nominated BBU rep for the BOA’s Pyeongchang 2018 Working Group. He attended the BOA’s Sochi 2014 phone-debrief. Not a great deal concerning biathlon other than the suggestion that the OQS for women may be raised as Amanda Lightfoot had underperformed in their eyes. Still, a lot can happen in 4 years.

SA had taken over MW’s role in Ruhpolding, but having just been selected for voluntary redundancy will now be spending most of the summer on Resettlement and other courses in order to fully support the BBU during the winter. His Ruhpolding based athletes are effectively now “independents” with LJ having written their programme.

4.3 Athletes’ Rep Report. LJ was happy to support the IBU Cup athletes, but was concerned that there was a lack of a coherent management structure. He strongly believed that the athletes need a Manager / Performance Director – especially during the winter. Notwithstanding some dissent, (partly based on the unobtainable) he requested that Bob Anderson procure race suits from Sportful. This was agreed.

MG

LJ was also confident that he would be able to find a new Waxman, at least for the WC team.

After-note: Federico (Fede) Fontana, an experienced Italian Waxman who has recently been working with POL, came to Ruhpolding on 08 Sep and was “signed up” by MG.

4.4 Development. JC had circulated a report on his visit to ABDS in Kinloss and to CBNSC. He was very impressed with all aspects of ABDS, especially the work being done by SSgt Adele Walker and Cpl Ben Woolley. The students were about to go to Obertilliach (joined by MW & SA), and after on snow training some would attend the GBR Selection Races. The switch from NDS to ABDS meant that there was greater in kind support from the Army as well as authority to go to Obertilliach etc.

CBNSC had a strong organisation and keen membership but felt that the BBU was a closed shop supporting only military athletes. He had strongly rebutted this suggestion (e.g. BBU having charged no subs for civilian athletes in last 2 years and supported as best it could those going to YOWG / EYOWF / YJWChamps etc). He welcomed a more open dialogue with CBNSC and had agreed to:

- Have BBU consider the concept of a qualification earning scheme / progression pathway for biathletes. CC was asked to look at this.
- Look at more collaborative work between ABDS & CBNSC.
- Discuss financial support for a “talented junior” programme with MM.
- Include “Junior” races at the Army Champs.

CC
JC
MM

The Mtg failed to grasp the point about “Junior” races as there has always been a “Junior” category and since 2003 a “Boys & Girls” category. Last year there were no entries for this (either Biathlon or Cross Country) and average over the past 11 years has been 4 Boys and 2 Girls. MG was tasked to publicise these races on the website and to the Clubs, but note that under German law those Under 14 cannot compete with a .22 biathlon rifle.

MG

4.5 Special Projects. CC reported on his examination of the German on line gambling scene (as DGH had believed that this was a good sponsorship line to follow). Due to German legal and our own moral issues the Board felt otherwise, and unanimously agreed not to pursue this.

5 EXTERNAL AGENCIES

5.1 BOA. AO briefly reported on his meeting with the new CEO Bill Sweeney. Already the BOA had turned from Sochi to Rio, which was perfectly understandable. One good initiative was that in future the BOA Bd Mtgs would be held on the same day as the NOC, so there should be a greater transfer of information and ability to network.

5.2 IBU. MG stated that the venue of the September Congress had been switched from Kiev UKR to St Wolfgang AUT. MG, EL and MW would attend.

5.3 CSWSA / AWSA. NM reported that the second batch of 150 new Anschutz rifles should arrive for next winter. The Army was certainly investing in the sport (£ 500k) with the Infantry in particular making a major come-back. He was confident that with the increased participation there would eventually be a marked improvement in quality.

AT reported that the Army Champs (Ex Rucksack) contract for Ruhpolding 2015 was signed off, other than a few small amendments. There were no foreseen problems. Work had already started on preparing a 4 year contract from 2016 – 2019 and details would be published in the autumn.

5.4 UKAD. TH had sent out a short résumé and confirmed that all our WC athletes already in the UKAD Testing Pool would remain in the Pool until they formally retire, or the BBU de-selects them. UKAD were very keen on athlete education, at lower levels, and TH would try and visit ABDS prior to the new season. He reminded the Mtg that UKAD provided on line education for coaches, especially their “100% Me” website.

TH
SA, LJ

6 STRATEGY

- 6.1 It was agreed to defer the Agenda item “Long Term Plan / Targets / Pyeongchang 2018” until the next Mtg.
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7 ANY OTHER BUSINESS

- 7.1 **BOA / BBU “Athlete of the Year”.** Lee JACKSON was congratulated on being the unanimous selection as the “BOA / BBU Athlete of the Year”. This is in recognition of his Olympic qualifiers in 10 out of his 12 races; a PB at Sochi in the 20km with a really good 42nd place shooting 0-0-0-1 which was the best GBR result since 1992. This is the 4th time he has received the award, which will be announced by the BOA in Dec 14.

After-note: The BOA has now announced: “that it will no longer be facilitating the Olympic Athlete of the Year award. The Olympic Athlete of the Year Award was introduced by the BOA in 2005 to mark the organisation’s Centenary Anniversary however a decision has been taken by the BOA Senior Management Team to discontinue the award.

This is not to say NGBs cannot award an Olympic Athlete of the Year award and sports wishing to do so as part of their annual awards are encouraged to do so – and we are happy to support/share your winners on our channels”.

- 7.2 **Honours & Awards.** NM asked if there was an avenue for Honours & Awards – either from the BBU or the Government (Queen’s Birthday / New Year). AO stated that he usually received the notification (from MG) too late! However any nomination would have to be for outstanding service or achievement. MG will process the paperwork as soon as he receives it from DCMS.

MG

8 DATES OF NEXT MEETINGS

- 8.1 Thu 30 Oct 14: The Army & Navy Club, London ENG (10:00 FOR 10:15 GMT)
- 8.2 Fri 30 Jan 15: Ruhpolding GER (11:45 for 12:00 CET)

The Meeting closed at 15:10 BST.

Signed by:

Date:

André Oszmann
Chairman