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## MINUTES

of the 87<sup>th</sup> Board Meeting of the British Biathlon Union  
held at the Army & Navy Club  
London ENG  
at 10:15 GMT on Thursday 30<sup>th</sup> October 2014

### PRESENT:

#### Board Members

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

#### In attendance

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

### APOLOGIES:

Charles Brooks	(CB)	Hon Legal Advisor
Mike Moran	(MM)	Commercial Director

### 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 86<sup>th</sup> BBU Board Meeting.** The Minutes of the 86<sup>th</sup> Bd Mtg were confirmed as a true & accurate record of proceedings, with the exception of deleting the last sentence in Para 2 of Item 2.2.
- 1.3 **Matters Arising.** None that would not be discussed on the Agenda.

#### 2. SPORT

- 2.1 **IBU Congress.** MG had issued a report of the XI Regular Congress held in St Wolfgang AUT, 04 – 07 Sep 14, and attended by him, EL & MW. Many of the decisions had already been published on the IBU & BBU websites. The main decisions that would or could affect GBR in the short term are:

2.1.1 World Cup Quotas. From the end of the 2014 – 15 season the Top 23 Nations in WC Nations Cup will have 3 x WC Start Places. GBR Men are currently 23<sup>rd</sup>, but the present quota only gives 2 x Start Places. All agreed that maintaining the Top 23<sup>rd</sup> men's NC position was the top priority for the 2014 – 15 season. This would take precedence over support for Women on WC and over male or female support for IBU Cup. It was agreed that this would be a severe challenge. If Scott Dixon was still unfit, or no other athlete had qualified for the WC 2 Relay, LJ felt the chances of achieving it would only be 30%. MG stated 40% but an optimistic EL believed a 60% chance was in our grasp if we continued to “play the percentages game” to our advantage.

Discussion followed after suggestions that in order to help achieve this aim, the 3<sup>rd</sup> Man (after Selection Races 17 & 19 Nov) should not race WC in Trimester 1, except for the WC 2 relay. He would remain in IBU Cup but would swap places with the 2nd Man and thus race WC in Trimester 2. Various arguments and counter arguments were put forward with the strength of the case for the suggestion being largely based on the perception that it would bring more stability and less stress for the athletes. Although 2 of the 3 National Selectors (EL & MG) were completely opposed, the suggestion was passed by the rest of the Board.

*After-note: On 02 Nov, MG issued a paper drawn up by himself and EL pointing out many flaws in the decision. They believed that the rest of the Bd had not fully understood all the facts and nuances regarding quotas and qualifications and, that although it was perfectly possible that the 3<sup>rd</sup> Man would not race WC in Trimester 1, that would be because the Selectors were ensuring that as many athletes as possible were WC qualified for WC in Trimester 2 when there are 3 x relays. They also felt that it was impractical to select which athlete should start in a WC in Jan 15 based on his selection results in mid Nov 14. Finally, depending on the gap between the 2<sup>nd</sup> & 3<sup>rd</sup> athlete it was conceivable that the 3<sup>rd</sup> Man may never start a WC all season (except Relays). By 12 Nov all those voting Bd Members present on 30 Oct, with the exception of CC (who specifically asked that his agreement to the original decision be recorded) had accepted the view of EL & MG. The original decision is thus over-turned and the agreed Section Policy for 2014 – 15 was published on the BBU website.*

2.1.2 IBU Points. From the end of 2014 – 15 season “IBU Points” will replace “Percentages” as the performance qualifier of WC & IBU Cup. During the 2014 – 15 season they will run in parallel, but the percentages will be the only method of qualifying. The new “IBU Points” are a similar concept to the tried and tested FIS points, and will be awarded at both WC and with a penalty factor at IBU Cup. Obviously, athletes and the Board will be fully briefed in due course.

2.1.3 WChamps & OWG Qualification System. The new IBU Points will have a knock on effect for both WChamps and OWG. There will also be a new individual / team quota system for WChamps, reducing the size of the field. With our current Nations Cup positions there will be an adverse effect for GBR. But none of this will come into effect until after the end of the 2014 – 15 season, and will be briefed later.

2.1.4 “Junior” IBU Cup. A Junior IBU Cup will be up and running from the 2015 – 16 season (probably only 4 events, based on existing National / Alpen Cups) but it will not be a pre-requisite qualifier for IBU Cup.

2.1.5 Relay Start. The Start of Relays and Mass Start will be changed with immediate effect. No longer will athletes line up 10 abreast and double pole for the first 100m; instead they will line up just 3 abreast and skate from the very start. Trials show that this format reduces crashes, injuries and equipment damage.

2.1.6 Open European Champs. The OECH is no longer restricted to U 26 and will receive IBU NC pts.

**2.2 Sport Director Report.** EL had drafted a short report but conceded that much of it would have repeated the IBU Congress report from MG. He agreed that implementation of the new IBU Points and possible reduced quota for NFs of GBR's standing could well result in our having only 3 Men and 2 women in the World Champs from 2016 – 16 onwards (currently 4 & 4). Although he has spoken to most athletes in Ruhpolding just 6 weeks previously, and they had all been positive about their training and prospects for the new season, he again raised the issue that most of them only had minimal coaching or administrative support.

The support of SA & FF was vital to the WC team, and the confirmation that Daniel (Danny) Graf (DG) & MW would be able to help the IBU Cup team for some of the season was welcome. He noted that there was still no Waxman for the IBU Cup team; that DG would not be doing anything like as much admin as MW or SA; that when SA leaves on 01 Apr 15 there will be no support in Ruhpolding for any of the athletes, including any who may normally expect to have been promoted from ABDS to train there.

**2.3 Athletes' Rep Report.** LJ had nothing to report that would not be covered by SA / MG / EL. He was warmly thanked for his initiative in sourcing Fede Fontana, the new Wax Technician.

**2.4 Team Manager Report & Plans for new season.** MG had already circulated a detailed calendar of events, which included Army and Regional Cups as well as all the normal IBU activities. GBR selection races were scheduled for Beitostølen NOR 17 – 19 Nov. It was agreed that in addition to one of the Selectors (EL or MG), a Bd Member should attend them with the specific task of educating the athletes on the importance of the "Top 23" and the reasons for emphasising the priorities stated in 2.1.1 above, although EL & MG both felt this was not necessary.

*After-note: In the event, only MG attended (EL was still recovering from a hip operation). The races were very well organised by SA supported by Ben Woolley (ABDS). Beitostølen is an excellent venue for our selection, but there may well be calendar clashes with FIS events in 2016.*

**2.5 Development.** JC had submitted a comprehensive report on the activities of the "new look" ABDS at Kinloss. There appeared to be some promising athletes in the pipeline and the Bd recorded a "Vote of Thanks" to Adele Walker and Ben Woolley for their efforts as coaches and support staff. A number of "top students" would be attending GBR Selection Races.

*After-note: None of the ABDS athletes were selected for GBR in Beitostølen; there is still a definite "gap" in their performance – especially of the women - and that of even the lower end of established athletes.*

**2.6 Youth & Junior Selection Policy.** Prior to the Mtg, CC had circulated a paper offering ideas on how Youth & Junior development could be approached within the BBU's financial constraints He had suggested a number of milestones and pathways that could ease the transition of younger civilian athletes into international races and eventually the GBR team. The Bd noted this, but with no money or staff had little desire to move further on his ideas. However the Bd did encourage him to develop work he had started towards National coaching qualifications. These would more than likely be based on Snowsport Scotland schemes and CC has already discussed ideas with their lead instructor Roger Homyer. AT commented that they could be appropriate for military athletes. Although Insurance (especially public liability for the potential coaches) could be a problem, the Bd asked CC to continue his work on this project, and if possible produce a written update by 12 Jan 15.

CC

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### 3 EXTERNAL AGENCIES

**3.1 BOA.** AO stated that there was nothing of significance to report.

**3.2 UK Sport.** MG reported that UK Sport had contributed £ 1,500 towards the costs of attending the IBU Congress. UKS would shortly be inviting stakeholders to Workshop / Study Days to discuss funding in the next Olympic cycle. AO was expected to attend.

AO

*After-note: MG, and some 30 other delegates, attended the Cardiff Workshop on 05 Dec and he is certainly not holding his breath in the anticipation of any core funding for Biathlon. "Podium Potential" is still the rule.*

**3.3 CSWSA / AWSA.** "The Armed Forces are back!" was the positive message of NM in the new era of major post operational commitments. The long term support for athletes and weapons was now sustainable, and more weapons would be purchased in the next FY. Saab had become a major part of the Team Army sponsorship package, with specific interest in Nordic / Biathlon and a Saab delegation would come to Ex Rucksack. NM explained that his was not the same division of Saab who had sponsored the BBU through JC in 2013, and that currently their interest was only in "Army" not "BBU".

AT confirmed that all arrangements for Ex Rucksack were going to plan and that his short visit to Ruhpolding in Sep had been of benefit in both his BBU and Ex Rucksack hats. He confirmed that in spite of submitting a strong case for Admin / Managerial support from the Army's Elite Sports' Manager (funded from the G4S London 2012 money), the case for biathlon had again been rejected.

**3.4 UKAD.** TH stated that he had been unable to visit ABDS, but would hope to capture the 2016 students next year. There had however been some activity in and around UKAD. He had attended a "Clean Sport Forum" in Sep and will go to the follow up "Clean Sport Environment" in Nov. A "Partner Support Programme" was in the offing – more to follow – whilst UKAD had requested all NGBs to endorse and ratify their current policies and the implementation of WADA 2015. MG confirmed that this had been done and that the website would be updated to include WADA 2015 nearer to the 01 Jan 15 implementation date. Finally he stated an aspiration to have an "Athletes' AD page on the BBU website in future.

MG

## 4 FINANCE

- 4.1 Sponsorship & Ambassadors.** MM had informed MG that it was unlikely that his potential “Discrete Sponsorship Package” for WC 6 Antholz would take place as the client was changing the goal-posts. He was however trying to line up a similar package for WC 5 Ruhpolding and CC stated he would be available as an Ambassador. The Bd once again thanked MM (in his absence) for all his work on Sponsorship in general and for the Aspen Healthcare Solutions contribution in particular.

A number of potential “Ambassadors” (in addition to current Bd Members) were suggested: Nicola Walker, Emma Fowler, and Jason Sklenar. It was agreed that they may need some “education concerning their role”, but also agreed that as there was nothing concrete for them to be an Ambassador for, this item could await developments.

*After-note: Neither the WC 5 nor WC 6 Package materialised.*

- 4.2 Budget 2014 – 15.** MG had circulated a Budget which predicted a surplus of £ 18K at the end of the FY. (30 Apr 15). With a possible expected increase of income from the “Discrete Sponsorship Package” for Antholz this could be as high as £ 22K. After some discussion and taking into account that this Package may not in fact materialise the Bd agreed that an extra £ 2K could be allocated to supporting the “Top 23” goal (eg Physio or other support). MG warned that some of the anticipated income or even overall budget could be less than predicted due to the increasing value of the £ against the EUR.
- 4.3 “What if Budget”** At the previous (86<sup>th</sup>) Bd Mtg AO had asked EL to produce a “What if Budget” based on a potential £ 75K that could be obtained through the “Discrete Sponsorship Package” . Only CC had commented on EL’s proposals and as the £ 75K was now looking a very distant possibility there was no further discussion, or action at this time.

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## 5 GOVERNANCE

- 5.1 Director Appointments.** The definition of each Director was included in the new AoA, to be submitted to the AGM in Jan 15. AO requested that each Director also submit a short “Job Spec” by 01 Dec 14, which MG would then put into a template for discussion at the next Bd Mtg. All

- 5.2 Board Tasks.** MG presented an updated spread-sheet of the “Board Tasks” but suggested that it had changed little since the retirement of the last Elite Athletes’ Manager (Gary Jones) and that many tasks still fell on the Sec Gen. Given that it was planned for MW to take over some of the Sec Gen’s work during the winter AO asked that the spread-sheet be modified to reflect this. MG

- 5.3 Succession Planning & Team Management.**

5.3.1 As stated in 5.2 it was planned for MW to take over some of MG’s tasks, but this may or may not lead to him being offered the Sec Gen post on a permanent basis, perhaps in the summer of 2016. In any case, MW was unable to commit himself to applying for the position at this stage as he had yet to fully adjust to civilian life and had a number of other options to consider.

*After-note:* For a number of reasons MW was not able to take on much of the Sec Gen tasks during the winter 2014 – 15, although was Manager for a couple of IBU Cups.

5.3.2 AT confirmed that Maj Kev O'Donnell who had been a very good Admin Officer (RAO) at Ex Rucksack for the previous 2 years was to take on the role of "Global RAO" for all the GBR athletes. He would hopefully soon be in a position to ensure that military paperwork and the financial admin of the athletes was put on a firm footing.

**5.4 AoA – Compliance for AGM Notification.** AO stated that he, CB and MG had all but put the new AoA to bed. There was some very minor tweaking required before publication in advance of the AGM. Given that proxy voting was now available, MG stated that there was quite a bit more work required in advance of the AGM than in the past. Specifically by 21 Nov 14:

MG

- Requirement to inform (by letter) the "postal voters" to renew their Membership if they wished to vote by proxy
- Publication on website of Nomination Form for Elected Director Vacancy

and to be published on the website before 31 Dec 14:

- Agenda
- Proposed new Articles of Association (AoA)
- Minutes of the 17th AGM
- Chairman's Annual Report
- Accounts - year ending 30 Apr 14 & Management Information
- Admission & Voting Card Proxy Form

*After-note:* This was all accomplished by 11 Nov 14 / 30 Dec 14 respectively.

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## 6 STRATEGY

**6.1** It was agreed once again 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".** It was agreed that notwithstanding the BOA decision to withdraw their name from the "Athlete of the Year" award (for all Olympic NGBs) the BBU should continue with producing a miniature of the award for our recipient.

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## 8 DATES OF NEXT MEETINGS

**8.1** Fri 30 Jan 15: Ruppolding GER (11:45 for 12:00 CET)

*After-note:* This Meeting was cancelled (until 13 May 15) and an informal non-executive, non-decision making meeting was held instead. No minutes of this meeting will be published. However CC was requested to continue his work on the possible Snowsport Scotland coaching scheme. MM also stated that should the BBU suffer an

*unexpected financial loss as a result of the many changes to venues and transport plans, due to the very poor snow in the early part of the winter, he could make up some of that deficit. This offer was gratefully received.*

- 8.2** AT stated that he was very happy to host the end of season Bd Mtg at Deepcut.
- 8.3** It was suggested that the Summer Bd Mtg could be a “working group meeting” instead of a full-scale Bd Mtg. Decision to be taken at the next Bd Mtg.

***The Meeting closed at 14:45 GMT.***

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**Signed by:**

**Date:**

**André Oszmann  
Chairman**

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