



**of the 88th Board Meeting of the British Biathlon Union
held at HQ DCLPA, Princess Royal Barracks, Deepcut ENG
at 10:50 BST
(following Apt Consultancy Presentation at 09:15)
on Wednesday 13th May 2015**

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
Brig Neil Marshall	(NM)	Director Military Liaison
Mike Moran	(MM)	Commercial Director
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

APOLOGIES:

Col Jon Campbell	(JC)	Development Director
Charles Brooks	(CB)	Hon Legal Advisor

Action

Apt CONSULTANCY PRESENTATION

A ***Background.*** AO explained that following an introduction by Maj Gen (Retd) Dickie Davies (former AWSA Deputy President for Nordic) he and MG had met with Stewart Keiller and Nick Dunse from Apt Consultancy on 22 Apr. Apt had put forward a number of ideas for branding; marketing and fund-raising, all leading to the ultimate goal of "Raising our Game" and consequently an overall improvement in all matters sporting. Apt had been invited to make a Presentation prior to the Meeting, which they did from 09:15 – 10:30.

B ***Presentation.*** Stewart Keiller and Nick Dunse outlined their thoughts on fund-raising (up to £ 0.5 M in year 1), leading to the aspiration for a Top 10 individual result / Top 20 team by 2020. Other than a non-refundable Start Up Consultancy fee of £ 10 K, their fees, break clauses and on-going percentage of forthcoming income are commercial in confidence and were announced verbally. (See more in Item 2.1).

1. FORMALITIES

1.1 Apologies & Conflicts. AO noted the Apologies and it was confirmed that there were no conflicts.

1.2 Minutes of the 87th BBU Board Meeting. The Minutes of the 87th Bd Mtg were confirmed as a true & accurate record of proceedings.

- 1.3 Matters Arising.** None that would not be discussed on the Agenda.
- 1.4 Feedback from AGM (01 Feb 15) and new AoA.** Favourable comment was made on the organisation of the AGM which was attended by 111 members and 4 non-voting observers. CC requested that reference to “Paddy” Paton in the Minutes Para 4.2 be changed to “Colin” Paton. There was general relief that all aspects of the new AoA had been passed virtually unanimously, and that the Board could return to concentrating on Sport & Fund Raising. **MG**
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2. FUND-RAISING & SPONSORSHIP

- 2.1 Apt.** Following a short discussion the proposals put forward by Apt were unanimously agreed, as was the Start Up consultancy fee. AO, MG, LJ & NM would represent the BBU on the BBU-Apt Working Group. Other Bd Members would be co-opted as required. The first Mtg would be on 04 Jun at Shrivenham. **NM**

- 2.2 Sponsorship.** The Bd had been informed in March that MM had left Aspen Healthcare Solutions, but that they would honour their sponsorship with the final £ 5 K monthly fee being paid in June. MM was confident that the new company he was working with would match Aspen and produce an extra £ 1 K monthly (which would pay for the Apt Start Up fee). He was equally confident that some of his suppliers would join as sponsors. There was some suggestion that some of the money or pro-bono could even pay for a new CEO / Sec Gen; the name of Marc Walker (who was now an Army Reservist and who had been designated to possibly replace MG) was again suggested.

It was unanimously agreed that an official letter of thanks be sent to Aspen for their support over the 15 months of their sponsorship. **MG / AO**

After-note: At the end of July MM informed the Board that with great reluctance he was forced to withdraw the offer of sponsorship from his new company. There were a number of factors, and he hoped that this would not be a permanent decision. This decision would however have severe implications for the short-term funding of the BBU, as any income from Apt was not expected towards the end of the FY. (See more in Item 5.1).

3. SPORT

- 3.1 Sport Director Report.** EL was thanked for yet another detailed “end of season report”, and especially for the comprehensive stats and figures. LJ was asked to pass on the congratulations of the Board to Scott Dixon and Amanda Lightfoot (and to himself!) for their results at the World Champs.
- 3.2 “On / Off Duty”.** There was some discussion surrounding a recent ruling from the Army that soldiers on GBR Team duty were no longer entitled to certain allowances. This had been forecast in the 2015 – 16 budget which had (*before the loss of sponsorship*) allocated some funds to military (and civilian athletes) training with the GBR (not Army) Squads.

AT impressed the need for transparency regarding the duty / off duty status of the Army athletes training in the summer. He will discuss with the Combined Services Sport Board. **AT**

- 3.3 Summer Training Plans.** There are 6 soldiers (plus Gleave who is on a military course all summer) in the Army Advanced Biathlon Development Squad (AABDS) and will train under LJ in Ruhpolding. SA will cover for LJ as required and would also be responsible for military liaison between athletes, their Units and the “Universal RAO”.

However (*given the loss of sponsorship*) the two military athletes (Lightfoot, Laponder) training independently will do so at their own expense, as will the three civilians from CBNSC (Dixon, Sircus, Cairns). MG stated that although Kevin Kane had retired after the World Champs, he was considering his decision to leave the Army, and if he stays, could be available for WC Relays next season.

- 3.4 Development.** The “Army Biathlon Development Squad” (ABDS - formerly NDS) were all training at 39 Engr Regt in Kinloss. JC had issued a report with initial soundings from ABDS. Cpl Ben Woolley is Head Coach, with Sgt Scott Cassidy joining him soon, and SSgt Adele Walker later in the summer. In his absence JC was thanked for his continuing efforts in the development of potential GBR athletes. EL & MG in particular were grateful for the report, but pointed out that in many ways the ABDS was really only of peripheral interest until, or if, ABDS athletes turned up for selection.

- 3.5 Coaching Schemes.** CC had been requested to expand on his ideas for a Coaching Pathway before the then cancelled 30 Jan Mtg. Prior to the current Mtg he had issued an un-costed short paper admitting that the BBU had a shortage of accredited coaches, but that in the ideal world we would have 4 tiers of them. He was asked to produce more specific and detailed ideas at the next Bd Mtg and it was agreed that he should establish a working group utilising, as and when required, the expertise of LJ, AT and Mark Crisp (AWSA).

CC

4 EXTERNAL AGENCIES

- 4.1 BOA.** AO stated that there was nothing of significance to Winter Sports to report. The BOA was conscious of moves from some athletes and NFs towards changes of nationalities – so far not an issue for BBU (and there are IBU rules on this issue).

- 4.2 UK Sport.** MG reported UK Sport was expected to announce their new funding plans in the near future. There is no indication that there will be “any favours” for Winter Sports.

AO

- 4.3 IBU.** Nothing to report.

- 4.3 CSWSA / AWSA.** NM confirmed that 150 new biathlon rifles were to be delivered as part of the continuing Army (and Armed Forces) commitment to Biathlon. He was hopeful that Corps training schemes for Biathlon & Nordic would be developed.

AT confirmed that all arrangements for Ex Rucksack (Army & Brit Champs 2016) were going to plan and that a new 4–year Contract with Ruhpolding was about to be signed.

- 4.4 UKAD.** TH apologised that he had not issued his report in advance (now attached). He still hoped there would be an “Athletes’ AD Support page on the BBU website in future. He reminded the Mtg that there would be a probable requirement for all GBR National athletes to register for ADAMS.

MG

5 FINANCE

- 5.1 **Budget 2015 – 16.** MG had circulated a Budget which predicted a surplus of £ 18K at the end of the FY (30 Apr 16). This included support for “Off Duty” Military (& Civilian Athletes). CC asked if more money could be earmarked for Development. The Board agreed “not” as there was not yet any credible Coaching or Development plan, and that it was important to build up reserves as MG had made it quite clear that he would no longer provide interest-free loans or be the “cash flow”.

After note: Following the ending of Aspen sponsorship and the withdrawal of the new offer through MM, severe cuts have to be implemented. These were circulated to the Board in late August and will be formally presented at the next Bd Mtg. The immediate impact is that there has been no “Off Duty” or other financial support for any athlete. Perhaps the most drastic proposal will be withdrawal from World Cups 7 & 8 in North America; a reduction in the IBU Cup programme and no entry for any female team on IBU Cup.

6 GOVERNANCE

- 6.1 **Director Appointments & Succession Planning.** It was agreed to review these issues on completion of the Apt Consultancy. LJ would remain “Team Captain” until Nov 15. LJ
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7 STRATEGY

- 7.1 It was agreed to review the issues: “Long Term Plan / Targets / Pyeongchang 2018” after completion of the Apt Consultancy.
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8 ANY OTHER BUSINESS

- 8.1 None.
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9 DATES OF NEXT MEETING

- 9.1 Thu 29 Oct 15: The Army & Navy Club, 36 Pall Mall SW1Y 5NJ. 10:00 for 10:15 – 15:45

The Meeting closed at 12:30 BST.

Signed by:

Date:

André Oszmann
Chairman
