



Minutes of the
British Weight Lifting Board Meeting

Venue: Legends Suite, Elland Road, Leeds
Date: Thursday 4 July 2019
Start: 1.00 pm

Present: Angus Kinnear (AK), Patrick Roberts (PR), Ashley Metcalfe (AM), Guy Taylor (GT), Jane Fenwick (JF), Neill Wood (NW), Matthew Curtain (MC), David Knaggs (DK), Rupinder Ashworth (RA)

In attendance: Kath Leonard (KL), Mark Martin (MM), Sarah Davies (SD).

1 Welcome and Apologies

AK welcomed everyone to the meeting, noted apologies had been received from Kelly Sotherton, Ali Jawad and Mike Irani and declared the meeting quorate.

2 Declarations of Interest

AK reminded members that the proceedings of the meeting were confidential and asked if there were any conflicts of interest. There were no new declarations of interest.

3 Minutes from Previous Meeting and Matters Arising

The minutes of the Board meeting held on 7 June 2019 were agreed as read and **approved** for posting on the website. AM provided an update on matters arising noting that confirmation had been received from Companies House stating the two dormant companies (WCL and BWLE) were now dissolved (as from 020719), whilst work was still in progress as regards reviewing the TOR for the England Committee and the membership re-admission policy following suspension for ADRV. The recently amended Articles are ready to go to the next AGM for approval and AM reminded the Board that an external Board skills assessment would cost £2.5k-£5k and would need to be carried out later in the year.

4 Decisions Taken outside the Board Meeting

None.

5 Minutes and Recommendations from the Sub-Committees

It was noted that the sub-committees had not met since the last Board meeting and AK was keen to introduce a more formal schedule of meetings, ensuring the committees met at least twice a year. NW provided feedback from the Audit Committee who had been requested to evaluate the Executive appraisal process, results of which had been also been shared with key funding stakeholders.

6 Operational Reports

High Performance and UK Sport Update – In TW's absence, AM presented an update on the progress being made towards the World Class Programme (WCP) for Para Powerlifting. He gave updates on two recent major championships, which had produced positive results, injuries to two senior lifters, who would now be missing the IPC World Championships later in July and outlined that there were no changes to the short term focus or strategy in relation to the milestones, current rankings and expectations of key individuals, preparation for Tokyo and beyond.

AM then presented a report on Olympic weightlifting matters, in particular the England Talent Pathway which remained on track and in line with stakeholder expectations. He reported the selection of two larger teams than ever before for the IWF World Seniors in September and the European Junior and U23 Championships in October. He advised that Tokyo plans are subject to continual monitoring especially regarding the nine athletes who were currently receiving Aspiration funding and that there was a scheduled programme review with UKS later in July.

Sport Development, Coach Education and Sport England Review - KL presented her report on operational performance including developments and progress relating to Workforce, Competitions, Communications, Partnerships, Relationship Management and Governance. She also advised Course sales for the first quarter were on budget and it was agreed to highlight the sales from satellite centres moving forwards. However traditional commercial revenue streams were a concern. KL also reported that the British Championships had been a success, with positive feedback received from International teams and British competitors.

There was a discussion around the next stage of the competition's development and whether it could appeal to a wider and more diverse sporting audience and RA asked whether current partners including Birds Eye would be keen to remain involved? KL confirmed that post event feedback was still being received.

MC suggested any post event evaluation and report should include the social and economic impact of the event on the area and it was agreed to investigate this further.

It was noted that stakeholder milestones were continually monitored and currently the organisation had received positive feedback from Sport England following the recent Year 2 Annual review and positively the programme was on track to deliver end of year 3 targets. AM confirmed that Sport England had yet to release information on future funding strategies unlike UK Sport who due to announce further details of their Paris funding strategy in early September.

KL updated the meeting regarding the IPC Manchester Para-powerlifting World Cup in February 2020, stating that the contracts were still with Manchester City Council for final sign off. AM confirmed the delay was creating a risk in potential entry numbers as the event could not be officially launched until the contract was agreed.

7 Finance Matters and Update

MM presented a summary of the financial performance for the current position to the end of May 2019, noting a small profit of £5k on the month and that both cash flow and reserves were healthy.

MM highlighted that only 20% of the budgeted commercial income was contracted so far this year and as a result the next quarter covering the traditionally quieter summer months would be challenging to break even.

The shortfall was discussed in greater detail and questions were asked as to whether other areas that had over-delivered in the past could cover the gap and how realistic the commercial targets were with no specific individual with commercial accountability. It was noted that even if an individual was brought in now it may take a number of months to generate new revenue streams.

MM presented future forecasts demonstrating that the organisation was still aiming to make a small profit by the end of the year.

PR asked about investment options for the reserves and AM reiterated that a meeting had been held with HSBC, but options were limited.

GT posed the question as to whether there should be a commercial income policy, which would determine what it could be spent on and if it does not materialise what the consequences would be?

AK concluded that a creative income generator was needed, that would cover income generation in its entirety, including traditional methods and also gifting as well as patronage.

8 Board Matters

Complaints Log – It was noted that there were no new complaints since the last meeting and the one outstanding complaint was now resolved. It was agreed to further monitor and review all complaints and ensure any action plans agreed were followed and delivered by the responsible parties.

It was agreed to revisit the need for a Board Safeguarding Champion at the next meeting.

Risk Register – AM reported there had been no changes to the register since the last meeting. AM and PR to review and update the register later in July and forward to the Audit Committee for approval in September, prior to presentation at next Board meeting.

CEO Report – AM reported that the June operational reports had been circulated, noting positive progress had been made in the first quarter of the year. There were no questions regarding the report.

PART 2 – THE ROAD TO BIRMINGHAM 2022

10 Key Focus Areas (2019-22)

AM introduced this item noting the opportunity to discuss future events, the current state of play, including BWL's overall strategy and Performance Strategies for Olympic and Paralympic lifting. Although there was no desire to change the current operational strategies, the Board discussed at length a number of "blue sky" opportunities around evolving the sport in the UK.

Building on the success of the Commonwealth Games 2018 and our female lifters in particular, there were a number of suggestions about highlighting the cross-sport benefits of weight lifting, linking closer to Crossfit, attracting celebrity lifters and utilising the elite lifters more, especially to encourage younger audiences. It was agreed to explore the options and link the leading lifters into future BWL development or social impact projects.

AK complimented the recent British Championships but raised the question as to whether the format could be changed, or could it evolve to be more attractive to a broader and more diverse audience, which may also attract commercial partners. Following his initial research and feedback, AK reiterated his views that the sport faces challenges from a complex and competitive landscape, especially as Olympic lifting offered an unclear narrative, lack of format evolution and significant barriers to participation.

In terms of attracting TV audiences or general sports enthusiasts, the initial perceptions of the sport were in reality and compared to other larger and traditional "back page" sports, was low. It was agreed that the purity of the sport needed to remain, along with key values but there was an opportunity to create a new product that would help encourage greater participation and accessibility?

It was agreed that AK would work with SD on a potential new competition format, with RA and JF adding their marketing expertise to the potential new offering. The group would report back to the Board at a future meeting.

11 Any Other Business

- a) AM updated the meeting on Weightlifting Wales, advising that an MOU had been forwarded to their Executive Chairman and was awaiting a signature and return.
- b) AM confirmed that the format for the Board papers had been reviewed and KS's recommendation to use the Governance Forum would be too expensive but further work was in progress to look at alternative methods.
- c) AM outline the positive meetings with Sport Scotland, which will hopefully ensure Scottish Weightlifting will be able to access funding to cover the costs for outstanding young lifters and further development opportunities.
- d) British Masters – AM updated the meeting that he was due to meet with them on July 6 to look at options to align and work more closely as one group.

12 Date and Time of Next Meetings

26 September 2019 – 1pm at Leeds United FC, Elland Road, Leeds. There will be a short Board meeting followed by a discussion as discussed in point 10.

AGM - 27 October 2019 – 1pm (venue in Leeds to be confirmed)

The meeting closed at 4.30 pm.