

**Minutes of the**  
**British Weight Lifting Board Meeting**

**Venue:** Jaguar Suite, Ricoh Arena, Coventry  
**Date:** Friday 7 June 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), Kelly Sotherton (KS), David Knaggs (DK), Rupinder Ashworth (RA) from point 7

**In attendance:** Kath Leonard (KL), Mark Martin (MM), Tom Whittaker (TW), Sarah Davies (SD) – until point 9.

**1 Welcome and Apologies**

AK welcomed everyone to the meeting, noted apologies had been received from Ali Jawad and Mike Irani, advised that RA would be arriving late and declared the meeting quorate. AK provided an overview of his proposed approach and culture for the Board. He reported that in a small organisation he believed the Board should help the executive strategically to drive the sport forward as well as deliver on governance matters. He noted in terms of culture that the Board should be aggressively ambitious, critical and friendly, individually accountable and it should be fun.

**2 Declarations of Interest**

AK reminded members that the proceedings of the meeting were confidential and asked if there were any conflicts of interest. SD advised that she had recently been appointed to the Athlete Advisory Group for Birmingham 2022.

**3 Private Non-Executive Directors Meeting**

The CEO's performance covering the previous financial year was reviewed and it was agreed that the CEO had achieved all targets and consequently the pre-agreed bonus was approved for the 2018/19 period. It was also determined that AK would meet the CEO to establish new KPI's for 2019/20 and restructure a future bonus format in line with organisational growth.

## **PART 1 - REPORTS**

### **4 Minutes from Previous Meeting and Matters Arising**

The minutes of the Board meeting held on 10 March 2019 were agreed as read and **approved** for posting on the website. AM provided an update on matters arising noting that work was in progress to dissolve the two dormant companies (WCL and BWLE); MC was reviewing the TOR for the England Committee; membership re-admission following suspension for ADRV would be discussed at the next meeting; the Articles had been updated and would go to the next AGM for approval; an external Board skills assessment would cost £2.5k-£5k and would need to be carried out later in the year and that IR35 had been investigated for BWL contractors and was on-going.

### **5 Decisions Taken outside the Board Meeting**

It was noted that Joanne Foster had been appointed as a marketing consultant.

### **6 Minutes and Recommendations from the Sub-Committees**

It was noted that KS had taken over as Chair from GT on the Performance Group. KS updated the Board on the recent World Class Programme selection meeting and it was noted that there were six places available and five had been filled to date – A Jawad, M Yule, Z Newsome, O Broome, L Sugden. The final place would be determined after the World Championships in July. There had been no other sub-committee meetings since the March Board meeting.

### **7 Operational Reports**

High Performance and UK Sport Update - TW presented a report on the annual objectives and progress being made towards them in relation to the World Class Programme (WCP) for Para Powerlifting. He gave updates on two recent major championships where good results had been achieved, the milestones, current rankings and expectations of key individuals, preparation for Tokyo, strategy focus and talent transfer.

*RA joined the meeting at this point.*

AM presented a report on Olympic weightlifting matters, in particular the England Talent Pathway which was on track and in line with stakeholder expectations. He reported excellent results from the European Seniors Championships with the female team being 4<sup>th</sup> with three individual medals. He advised that Tokyo plans are subject to continual monitoring especially regarding the nine athletes who were currently receiving Aspiration funding.

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 that Joanne Foster had been appointed to help identify new business opportunities and develop marketing strategies to generate and maximise commercial income primarily by reviewing and developing the current coach education and membership offer. It was noted that stakeholder milestones were continually monitored and currently the organisation had received positive feedback and was on track to meet end of year targets. There was a discussion over the British Athletes Commission and SD noted that she and AJ attended their events. Regarding anti-doping regulations, KS suggested that it would be

worthwhile all Board members undertaking the UKAD online course and it was agreed to send out the link.

Operational Plan – AM reported that this item had been adjourned from the previous meeting. He noted that the plan had evolved and been developed from the previous year and in line with the Code of Sports Governance, needed to be approved by the Board. DK commented that there was a lot to do with such a small team. AM responded that whilst challenging it was achievable and covered all key operational areas as a working document. There was a discussion whether there was too much detail in this document for the Board and whether a summary document, which could be public facing, would be more appropriate. Following a discussion, the Board **approved** the Operational Plan.

## **8 Finance Matters and Update**

MM presented a summary of the financial performance for the last financial year (2018-19) noting the final position was a surplus of £14k, compared to a £1k budget and this was due to staff cost savings due to vacant positions earlier in the year and higher than expected course sales, although partnership and general commercial income remained disappointing. He provided a breakdown of the current position to April 2019, noting that both cash flow and reserves were healthy. He noted that a meeting had been held with HSBC to discuss investment options, but they were not really forthcoming with any options. MM reported that only 20% of the budgeted commercial income was contracted so far this year. RA reiterated that the new marketing consultant role was focussed on driving courses/membership and would not impact commercial/ partnership income as yet. AK responded that he felt it maybe appropriate to employ a further individual to develop partnerships and patronage gifting. DK asked whether it was realistic to expect coach education income to continue to grow or whether it had reached its ceiling. AM noted that whilst it was a competitive market, he felt there were still opportunities especially within the PT and general education market. MC suggested opportunities around “safe lifting in the workplace” using techniques of Olympic lifting and overseas markets could be investigated. NW suggested that a brief monthly update to the Board summarising the financial position would be useful and it was agreed to implement this.

## **9 Board Matters**

Athlete Sub-Committee – SD reported that she had attended the recent IOC Athlete Forum and gained insight into how other sports/countries use such committees and felt if established, it was important to ensure it had a purpose, had guidance from the Board and that it would need to cover a broad spectrum across all levels involved in the sport. KS noted that she had set up a group for British Athletics and was happy to share relevant information but would strongly advise it was an independent Commission not a Committee and that the athletes should propose how they wanted it to work and present this to the Board. Everyone agreed that it needed to be athlete-centric, inclusive and fair and not too elitist. It was agreed that AM/KS/MC/SD would put together a TOR for the group to be discussed at the September Board meeting. It was suggested this could then be launched at the AGM in October.

*SD left the meeting at this point.*

Stakeholder Strategy – AM noted that this strategy had been developed further and would continue to need reviewing. JF noted it was very detailed and suggested it could be simplified

to determine engagement requirements with the different stakeholder groups. The Board **approved** the stakeholder strategy and agreed it should be reviewed annually in March.

International Relations Sub-Committee – The proposed new TOR and group composition was **approved**.

Complaints Log – It was noted that there had been one complaint which had recently been resolved.

Risk Register – AM noted that some minor changes had been made to the risk register. There was a focus on the summary sheet and concern was raised over the number of Red items on the overview sheet. PR confirmed that these risks were given a Red status as they were considered to be the residual risk after mitigations had been put in place. There was a discussion over how this should be reported in future and it was agreed that PR/AM/AK would review the register in advance of the September Audit and Board meetings.

CEO Report – AM reported that the April and May operational reports had been circulated, noting good progress had been made early in the year with no issues to report so far.

## **PART 2 – THE ROAD TO BIRMINGHAM 2022**

### **10 Key Focus Areas (2019-22)**

AK gave an introduction to this item noting that he felt there were challenges from a complex landscape, an unclear narrative, lack of format evolution and significant barriers to participation. He suggested immediate actions were to agree the resource to evaluate the TOR of the Board and overall strategy, recruit a dedicated internal resource to address commercial matters and engage external “commercial education” development support. There was a suggestion to change the format of the sport to make it quicker, more exciting/innovative and increase spectator engagement as many other sports have done, noting sustainability was a key challenge. It was agreed that a meeting date would be set to discuss this further with the 4 July being the favoured option.

### **11 Any Other Business**

- a) PR updated on discussions with Weightlifting Wales. He advised that matters had progressed and it had been proposed to draw up a MOU to create a more durable long-term relationship. PR agreed to circulate the information received and invite feedback so a formal response could be made.
- b) KS requested that the format of the Board papers be reviewed as she struggled to access them in the current format (Sharepoint). KS and MC agreed to send a potential alternative system to AM.

### **12 Date and Time of Next Meetings**

4 July 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.

26 September 2019 (note date change from original schedule) – 1pm at Leeds United FC, Elland Road, Leeds.

The meeting closed at 5.15 pm.