# BRITISH MOUNTAINEERING COUNCIL

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## Board of Directors

Redacted minutes of the Board meeting held by way of Zoom on Monday 27 September 2021 at 4.00pm

| | | |
|---|---|---|
| Directors Present: | Paul Drew (PD) | Chair |
| | Paul Davies (PDa) | CEO |
| | Peter Salenieks (PS) | Council Nominated Director (CND) |
| | Fiona Sanders (FS) | CND |
| | Carl Spencer (CS) | CND |
| | Andy Syme (AS) | President |
| | Jonathan White (JW) | Nominated Director (Clubs) |
| In attendance: | Lucy Valerio (LV) | Company Secretary (CoSec) |
| | Rob Bishop (RB)** | BMC Partnerships Manager |

* denotes supporting paper(s) circulated prior to meeting ** left at the end of minute 2

**Item Topic and Main Aspects Considered** **Decision / Action**

**1 Welcome, apologies & declaration of interests**

The Chair reported that due notice of the meeting had been given. He said that Di Hopper (DH), Flavia Alzetta (FA), Caroline Worboys (CW), Martyn Hurn (MH) and Jonny Dry (JD) had given their apologies, which meant that the meeting was not quorate, but it was felt that it was worthwhile to continue as some directors had questions for the CEO about the Sport England bid. He therefore declared the meeting open, but noted no decisions could be taken at the meeting.

Conflicts of interests were declared by PDa, RB and LV as members of staff.

**2 Sport England (SE) bid***

2.1 The CEO referred to the documents that had been emailed to the Board called 'Diagnostic Final Draft 0921' and 'System Partner – Phase 1 Roles and Finance Partner Final Draft' (together the Bid Documents). The meeting discussed the Bid Documents and the following points/queries were raised:

- The Bid Documents needed to be more specific about the work proposed around paraclimbing and climbing for those who were not able bodied

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- More on the Clubs 2.0 strategy should be included, particularly as clubs are an open door to new members and they encourage people to try climbing e.g. student clubs
- The Bid Documents should include more to convey the scale of the effort already commenced
- If the Bid Documents should contain references to ski mountaineering (skimo)?
- Indoor climbing and hill walking clearly fit in with SE's strategy and so there was a case that these should be focused on now, with other areas dealt with later, and this staged approach could be explained to members
- That the Bid Documents should not suggest that competitions are the goal and that participating for enjoyment and health is some kind of failure
- How different this process was from previous SE bid processes?
- The role of volunteers needed to be amplified
- If the CEO was confident that the office could be sustained with the change a successful bid would bring i.e. had the bid been stress tested.
- If the CEO had an idea of the sort of figures SE would fund
- What would happen if funding was withdrawn part way through a cycle
- If the CEO could send round some bullet points as to what the main risks were with putting the bid in, and what would be the main changes before and after at the BMC if the bid was successful

2.2 The CEO responded to the comments and queries above:

- The Bid Documents contained wording for a big push towards clubs becoming self-sustaining, so that they would be set up and run by a community which the BMC would help facilitate
- The challenge had been not to write a bid for the BMC across all the disciplines it covers, but to align with SE's strategy. This was why skimo and rock climbing were not specifically mentioned.
- SE would not fund all the work areas the BMC covers, but this would not stop the BMC from doing anything it already does. The Bid Documents already covered three sports and mass participation.
- SE had generally not been massively supportive of snow sports, and once a medal was a possibility, funding would then come from UK Sport (UKS) not SE. Lorraine Brown had started work on developing a medal pathway for skimo for the 2026 Winter Olympics.
- The Bid Documents had been drafted with the aim of SE funding the work the BMC already does that it should be funding e.g. a suitable database, paying for some of the access team's salaries as they were involved in lobbying the government re access etc. This would liberate funds which could be utilised elsewhere.
- SE wanted a bid to show how the BMC would get people to participate in the sport, what the BMC would do to be the centrepiece to remove the hurdles that currently exist and prevented certain groups from trying climbing
- He had spoken to the HR Manager and Chief Financial Officer and they agreed that the BMC could grow sustainably to accommodate the work to be undertaken by the bid, the idea was not just to get more and more staff and the current staff pick up the slack. The Bid Documents focussed on 'teaching to fish', so

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| | success would be to reach self-sustaining clubs and to get people to volunteers because they recognised the benefits of helping others. Once the outcome of the bid was known, the BMC could then prioritise which areas required recruitment, it would not be a case of hiring 12 new members of staff at once.<br>• The CEO was confident the rate of change could be sustained, because if the BMC did not fulfil the role as set out in the Bid Documents then there were other organisations out there who would [redacted]<br>• This also meant there was some certainty for any person employed to assist with the delivery of the projects set out in the Bid Documents. | |
| 2.3 | The meeting discussed the bid further and the following points were raised:<br>• The message about building a better NGB needed to be reinforced and it would be better if it was nearer the front of the Bid Documents<br>• The point about climbing being both a sport and a pastime that appeals to youth in a way that rules-based sport does not should be emphasised and used throughout the Bid Documents<br><br>It was then agreed that the CEO would amend the Bid Documents and send to the Board for approval. It was noted that as the meeting was not quorate, the email the CEO was to send round would also include a board resolution seeking approval. The CoSec suggested that when this email was sent the Board should 'reply all' so that it could be seen who had approved the Bid Documents. | CEO to amend the Bid Documents as per the discussions and to email them to the Board.<br>The covering email to contain a resolution asking for the Board's approval of the Bid Documents.<br>Board to respond to the CEO's email by 30.09.21. |
| **3** | **AGM 2022*** | |
| 3.1 | The CoSec referred to the document she had emailed to the Board called 'Item 3_AGM 2022' and in particular the table of dates. She made the following points:<br>• The important date was not that of the AGM, but the date by which all documents for the AGM had to be ready by as this was the date by which the Board had to have approved the accounts, annual report, annual governance statement etc.<br>• The cost of this year's AGM was just under £15,000, a hybrid meeting would cost more as a venue would have to be hired<br><br>The meeting discussed the dates and it was felt that mid-May would be good, and so Saturday 14 May was a provisional date. The CoSec would need to prepare a Board resolution to have this date agreed. | CoSec to email the Board a resolution approving Saturday 14 May 2022 as the date for the 2022 AGM. |

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| 3.2 | The meeting discussed whether the AGM should be virtual only, physical only or a hybrid and there was general consensus that a hybrid meeting was preferred, however there was recognition that the cost might prohibit this.<br><br>It was therefore agreed that the CoSec would provide the President with the cost of the last 5 physical AGMs so that he could prepare a paper to suggest an amount that the CoSec would have to spend on an AGM. The CoSec could then approach electronic voting providers and venues to see if a hybrid meeting could be held within the figure provided. | CoSec to provide the President with details of cost of last 5 physical only AGMs.<br>The President to prepare a paper to go to the Board to seek approval of a budget figure for the 2022 AGM, CoSec to then approach electronic voting providers and venues to see if a hybrid meeting could be held within the budgeted figure. |
| **4** | **AOB – Volunteer Gala Event** | |
| 4.1 | The President referred to the paper he had emailed to the Board called 'Vol_Gala_Event_2022_PapertoBoD_Sept21'. He stated the following:<br><br>• The idea was to thank the volunteers for all their hard work during the pandemic and to hold a dinner and training events prior to the end of March 2022.<br>• The reason for the date above was that there was £5k of SE funding for the training of volunteers, which would be lost if not spent prior to 30 March 2022<br>• Howdens had sounded very positive when the idea was raised with them, so he was hopeful they would provide some sponsorship funding for the event<br>• The Board was being asked to underwrite no more than £40k for the event | |
| 4.2 | The meeting discussed the proposal and the following points were raised:<br><br>• The helicopter budget previously provided to the Board did not include any funds for such an event, it would therefore have to be built into the 2022 budget<br>• If this meant that the AGM 2022 would not have a volunteer dinner attached to it, which was usually the case<br>• That the gala event should be held the same weekend as the 2022 AGM so as to encourage participation at the AGM<br>[redacted]<br><br>It was agreed that the President, the CEO, Paul McKoen, Alan Brown and Jane Thompson should have a conversation about the funding and the timing of the proposed event and that following this conversation the President would prepare a further paper for the Board to set out whether the event would then form part of the 2022 AGM or not. | Call to be set up between the CEO, President, Paul McKoen, Alan Brown and Jane Thompson.<br><br>President to prepare a paper for the Board following the above conversation. |

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**5** **Close of meeting**

There being no other business, the Chair closed the meeting and thanked everyone for their time.

| Item | Action | Involving | Target date |
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| 2.3 | CEO to amend the Bid Documents as per the discussion and to email the amended documents to the Board. | PDa & RB | 29.09.21 |
| 2.3 | CEO to add a Board resolution to the covering email when sending the amended Bid Documents to the Board. | PDa | 29.09.21 |
| 2.3 | Board to respond to the CEO's email to show they have approved the Bid Documents. | All | 30.09.21 |
| 3.1 | CoSec to email the Board a resolution approving Saturday 14 May 2022 as the date for the 2022 AGM. | LV | W/b 04.10.21 |
| 3.2 | CoSec to provide the President with details of cost of last 5 physical only AGMs. | LV | W/b 04.10.21 |
| 3.2 | The President to prepare a paper to go to the Board to seek approval of a budget figure for the 2022 AGM. | AS | ?? |
| 3.2 | CoSec to then approach electronic voting providers and venues to see if a hybrid meeting could be held within the budgeted figure. | LV | By 16.11.21 |
| 4.2 | Call to be set up between the CEO, President, Paul McKoen, Alan Brown and Jane Thompson. | PDa, AS, PM, AB & JT | w/b 4.10.21 |
| 4.2 | President to prepare a paper for the Board following the above conversation. | AS | By 14.10.21 |