

## AUGUST 2014 BOARD MEETING – KEY DISCUSSIONS AND DECISIONS

**Appointment:** The Board welcomed Malgorzata Grzyb newly appointed Non-Executive Director. Malgorzata's background is commercial, she worked with the Olympic Games programme with LOCOG and the BOA. She has now set up her own small consultancy business for sports organisations.

**Resignation:** The Board noted Rowena Birch's resignation for personal reasons.

### CHAIRMAN'S REPORT

- Attended meetings in order to finalise sponsorship arrangements.
- Attended the presentation of an Honorary Black Belt to Peter Hogwood, a personal friend and professional colleague.
- Attended a Commonwealth Games reception at Buckingham Palace which had proved a good networking opportunity
- Very positive meeting at Camberley who were fully supportive of the Centre of Excellence and the direction and support from the Association.
- Sport England meeting at the end of July 2014 to assess the Association's progress. He emphasized the need for the Association to be more self-sufficient so as not to be wholly dependent on funding in the future. The funding partners are fully supportive of the collaboration with combat sports and are supportive of the Association exploring other avenues.
- **Glasgow Commonwealth Games:** The Glasgow Commonwealth Games had been a fantastic event with 29 medals going to the Home Countries. Glasgow did itself proud and was exceptional as a venue, as were the Judo volunteers, officials (Clydesiders) and spectators who all added positively to the experience. TV coverage was exceptional and the commentary was good and very enthusiastic. On the back of the Games it remained that a lot of lobbying is required in order to ensure Judo became a Commonwealth Games core sport. It is hoped that Judo will be included in the Games at the Gold Coast in 2018. Commonwealth Games Committee and Council representation is needed to take this forward. The Chief Executive will try to meet with the CEO of Commonwealth Games England and will report back to the England Areas Commission. Barry James is the Association's representative in the Commonwealth Games Committee.

### CHIEF EXECUTIVE'S REPORT

- **Sportif:** Some of the Association's members did not engage with the programme, however, the Programme in Lincolnshire had developed well. The information gained from running the Sportif Programme has been used to influence the direction of the Behaviour Change programme.
- **Elections:** Three people had been nominated for the role of Director: Mac Abbotts, Loretta Cusack-Doyle and Reuben Davison. Ballot papers will be circulated on/around 27/28 August 2014 with a closing date of 25 September 2014.
- **Governance:** These next Board elections (at the 2014 AGM) will take the Association to the final stage of the governance changes that were agreed in 2012 as part of the conditions with our major funding partners. There is a requirement for a minimum 25% of Board membership to be female, however it was noted that one of the elected posts can become an appointed post if necessary. Staff will be informed that they cannot be involved in any way with the candidates and their campaigns.
- **Delivery Plan:** The delivery plan had been circulated and would be updated on a quarterly basis.
- **Annual British Judo Awards:** The Rewards and Recognition Commission would meet to consider nominations.

### FINANCE REPORT

- **Year End Accounts 2013/14:** Jeremy Beard of Hayesmacintyre joined the meeting by Skype. He confirmed that following the audit in June 2014 there were no areas of concern to be highlighted and that the Association's accounts were in order. He stated that new financial reporting standards will

impact the Association in March 2015. The Board agreed that the related party transaction be disclosure in the accounts relating to the VAT claim to reflect the relationship between the parties involved.

- **JudoStore/CIMAC:** There will be a phased close of JudoStore with promotions and offers to clubs and individual members to sell existing stock including technical manuals (with addendum to bring them up to date). Jo Illston will manage the relationship with CIMAC and will continue to manage mat sales.
- **CRM:** Implementation was going well with the coaching element in hand.
- **Events Report:** A lot of work was taking place around the 2014 and 2015 European events. Tickets were now on sale.
- **Event Hosting:** A query was raised with regard to the allocation of 2015 competitions to clubs/Areas. Decisions had been made in February 2014 with regard to hosting arrangements for 2015. Clubs/Areas/Home Countries will be notified as soon as possible of the competitions for 2016 which require hosts.
- **National Teams Championships/British Masters Championships 2014:** It had been decided to pilot these competitions as separate events this year in order to reduce costs in 2015

#### **STRATEGIC PANEL: ENHANCING DELIVERY**

- **Membership:** It was very difficult to attribute the downturn in membership to anything in particular which made addressing the problem very difficult; it could possibly be due to the fact it is the summer term but nevertheless, the reduction significantly affects income. A full club analysis is conducted on a monthly basis by Technical Officers and Service Managers to give a broad overview and look into the characteristics and demographics of membership; it is well known that there is great participation up to the age of 12 and after that point, there is a reduction in members renewing. The Association is endeavouring to engage with clubs through a number of initiatives:
- **Club Survey:** Will assess the interest in and review the club incentive programme with regard to engagement:
  - **Direct Debit:** To help members who which struggle to membership fees on a quarterly basis.
  - **University Student Voucher Scheme:** This has been running successfully for six years.
  - **Satellite Club Development:** There are already 350 members from 18 satellite clubs.
  - **Premier League for Sport:** There are now 14 sports on offer through PL4S; the Association is currently working with 12 football clubs.
  - **Sportivate:** Provides minimal return but retention is good.
  - **Yellow Belt Challenge:** Target of 100 members
  - **Club on-line Marketing:** Going well with interest from clubs. Hopefully, to be introduced to JudoScotland soon.
  - **Clubmark:** To continue to encourage the engagement of volunteers
  - **Behaviour Change Project:** Has given considerable insight through analysis into the club function.
- **Club Communication:** With clubs is paramount, Tom Hill, the new Marketing Executive, has been very active in promoting initiatives and programmes and generally engaging with BJA clubs and members through the monthly Club e-News (to all BJA clubs) and Matside e-News (to all BJA members). There is the possibility of engaging specifically with coaches through a technical e-newsletter.

- **Equality Standard Action Plan:** Updated and circulated. The main change was the inclusion of the English Federation of Disability Sport in terms of how the Association is supporting marketing and communication generically.

### **STRATEGIC PANEL: PERFORMANCE PATHWAY**

The Chairman had attended the Centre for the preparation for the World Championships, he was amazed to see the depth, development and networking taking place and pleased to see engagement in the programme and that the programme was fully supported by the Home Countries.

Nigel Donohue commented on the success of the Commonwealth Games for the Home Nations and the press and media coverage which was fantastic for Judo and the home country programme. Commonwealth athletes', in communication with the media, were a real credit to British Judo and to the Association.

- **Recent Results:** Neil Macdonald and Lulu Piosvesna had both won bronze at the European Cadet Championships; excellent results.
- **World Championships:** Will take place in Russia 25 - 31 August 2014. GB will send four players; Gemma Gibbons is injured and will not compete.
- **VI World Championships:** Will take place 1 - 7 September. GB will send a team of six players. This competition is one of three qualifying events for the 2016 Paralympic Games; gold medal winners will qualify automatically.
- **Preparation camp:** The final preparation camp before the World Championships took place last week and was excellent with very positive feedback from players.
- **Future Competitions:** Nigel Donohue gave a detailed overview of the plan for coaches and staff over the competition period which included a clear structure over the three days prior to each competition so each player was provided with a debrief plan. The next 10 weeks included:
  - **World Championships**
  - **World VI Championships**
  - **Junior European Championships**
  - **Junior World Championships**
  - **Junior VI World Championships**
  - **Croatia Grand Prix**
  - **Glasgow European Open:** Will take place in early October. 23 players have been selected and one self-funded player will compete. Nine juniors have been entered.
  - **Heart of England:** Players must enter.
- **Juniors:** Excellent progress for junior players who are all, with one exception, members of the Centre of Excellence.
- **Psychologist:** Andrew Cruickshank had been appointed on a part-time basis.
- **Centre of Excellence:** The programme was going really well with buy-in from both Bath and Camberley; Centre athletes will also attend Bath and Camberley on a bi-monthly basis for randori. The Centre will be closed for the week 25-30 August, ie, during the World Championships. refurbishment will go ahead and S&C rehabilitation will take place for injured players.
- **V MOST** (Vision, Mission, Objectives, Strategy, Tactics): UK Sport had helped to bring the strategy together which was presented to staff. The strategy going forward will include players, coaches and staff all working together to maximize opportunities that the strategies will provide.
- **VI Athletes:** There are currently six VI athletes on the programme, three of whom work from the Centre. Sam Ingram is based in Scotland and Jack Hodgson is a junior. Natalie Green, engages in the Excel programme.

**STRATEGIC PANEL: TECHNICAL STANDARDS**

- **Black Belt Membership:** A costed proposal will be put to the next Board meeting. Black Belt judoka joining the scheme should be given a special membership card and receive additional benefits to their BJA membership. The scheme would be managed from Head Office.
- **Protocols in the Event of Unconsciousness in the Club Environment:** A protocol document giving information will be circulated as widely as possible and will incorporate:
  - Information on momentary and short-term lapses of unconsciousness
  - Clarification on concussion
  - The need for 16+ to be cleared by competent medical professional
- **Masters Commission:** As a result of Rowena Birch's resignation, Ronnie Saez will take over as interim Commission Chair until the AGM. Board agreed that another Home Country representative should be invited to join the Masters Commission.
- **Coaches' Entry to National Events:** Board had previously agreed that 'Coaches attending National events would be entitled to free entry on production of valid coach licence'. This referred to free entry to BJA events on production of a valid coaching card. It is a decision for Areas as to whether they give coaches free entry to competitions, however, this will be discussed at the next England Area meeting.
- **Special Needs Competitions:** The Chairman and Chief Executive will meet with the Welsh Judo Association to discuss a special needs competitions in Wales.
- **Awards Dinner:** Invitations will be sent out shortly. The Awards Dinner will take place on the evening of 22 November 2014 at the University of Nottingham.