

THE COUNCIL OF BRITISH ROWING - MINUTES OF AN ORDINARY MEETING OF COUNCIL held on Saturday 14th February 2015, at British Rowing HQ, 6 Lower Mall, Hammersmith, London W6 9DJ at 12.00 noon.

PRESENT AND APOLOGIES

BOARD

Mrs A Phelps, Chairman	Officer	Present
G. Harris, Deputy Chairman	Officer	Present
A. Parkinson	Chief Executive Officer*	Present
M. Morrice	President, Scottish Rowing	Apologies
M. Stallard	Chairman, Sport Committee	Present
A. Crawford	Deputy Chairman, Sport Committee	Present
P. Hill	Athlete Director	Apologies
M. Blandford-Baker	Council Director	Present
A. Johnson	Council Director	Present
Ms F. McAnena	Independent Director	Present
Mrs N. Palios	Independent Director	Apologies

NON-VOTING MEMBERS

Dame Di Ellis, DBE	Honorary President	Present
M. Brandon-Bravo OBE	Hon. Life Vice President	Present
M.D. Williams	Hon. Life Vice President	Apologies
Ms H. Brock	Chairman Welsh Rowing	Apologies
S. Worley	Hon. Rowing Safety Adviser	Present

*CEO is a non-voting member of Council

REGIONAL CHAIRMEN AND REPRESENTATIVES

A. Blit	East Chairman	Present
C. Callow	East Regional Representative	Present
N. Hubble	East Regional Representative	Present
G. Nicholls	East Midlands Chairman	Present
M. Laing	North Chairman	Apologies
B. Millns	North Regional Representative	Apologies
C. Edwards	North West Chairman	Present
J.C. Davies	North West Regional Representative	Present
M. Humphrys	Thames Chairman	Present
A. Weekes	Thames Regional Representative TU-1	Present
P. Knowles	Thames Regional Representative TU-2	Apologies
Mrs. L. Lion	Thames Regional Representative TU-3	Apologies
D. Biddulph	Thames Regional Representative TU-4	Present
F. Ljubicic	Thames Regional Representative TL-5	Apologies
L. Dillon	Thames Regional Representative TL-6	Apologies
C. Harrison	Thames Regional Representative TL-7	Present
M. Teale	Thames Regional Representative TSE-8	Present
P. Clements	WAGS Chairman	Present
C. Eales	Wessex & South East Coast Chairman	Present
R. Mallett	West Chairman	Present
R. Bayliss	West Midlands Chairman	Present
C. Anton	West Midlands Representative	Present
A. Cawood	Yorkshire Chairman	Apologies

BRITISH ROWING STAFF

Mrs H. Mosienko	Finance Director	Present
Mrs P. Randolph	Minute Secretary	Present

ALSO ATTENDED

Ms K. Adams	For L. Dillon	Present
M. Evans	For A. Cawood	Present
M. Orzel	For P. Knowles	Present
A. Reynolds	For F. Ljubicic	Present
Mrs B. Wilson	For Mrs L. Lion	Present

1. CHAIRMAN'S WELCOME AND INTRODUCTIONS

Mrs Phelps welcomed D. Biddulph, C. Callow, N. Hubble and A. Weekes to Council in their new roles as Regional Representatives. She also welcomed a number of substitutes to the meeting whose attendance is also recorded above. A. Blit was congratulated on his appointment as Chairman of the Eastern Region.

The Chairman's custom was to remember at the Annual General Meeting those members of the rowing community who had died, however she felt it was fitting to pay tribute to Christopher Davidge, HLVP, and past President of the ARA, who had recently died and rowing coach, Michael Hill. Mrs Phelps wished to record thanks to A. Reynolds, Rowing Safety Adviser for the Thames Region, for his sensitive handling of the tragic disappearance of M. Hill who was sadly still missing though presumed drowned. Also in Council's thoughts were Nigel Smith of London RC and the Metropolitan Regatta, who was seriously ill.

Council agreed that the Di Ellis Room no longer had the capacity to seat a full meeting of Members and Senior Management Team comfortably. The meeting rooms at St. Paul's Church, Hammersmith, were proposed as an alternative venue.

Mrs Phelps welcomed A. Parkinson to his first Council meeting and invited him to say a few words of introduction. The CEO said he was a keen sports fan and as such felt privileged to be CEO of such a successful sport. He was able to bring to the role a national and international network of contacts which he hoped to use to British Rowing's advantage through the next funding cycle. In his previous roles he had been involved in the process of change and saw tremendous opportunities for rowing. The CEO assured Council that whatever decisions were taken would be for the benefit of the whole sport and its volunteers. He had spent two valuable days with the Board during his first weeks and was learning about the intricacies of relations with partners and other stakeholders. Members of Council had his contact details and he would always welcome constructive feedback.

2. APOLOGIES FOR ABSENCE

Noted and recorded above.

3. DECLARATIONS OF INTEREST

Non pecuniary

G. Harris : Coupe de la Jeunesse President

Mrs A. Phelps : BPA Vice Chairman

Pecuniary

A. Crawford : Assessor

G. Harris : Coach Educator

G. Nicholls : Assessor

S. Worley : Coach Educator

4. MINUTES

The minutes of the meetings held on Saturday 29th November and Saturday 20th December 2014 were agreed to be accurate records of those meetings and signed.

4.1 MATTERS ARISING

There were none.

5 MATTERS FOR DECISION

5.1 SPORT COMMITTEE – Matters for Council

Rules of Racing: The Chairman thanked D. Biddulph for his scrutiny of the Rules and for forwarding a number of amendments prior to the meeting. These were mainly editorial points which had been seen and agreed by the Rules of Racing Panel.

Council approved the Rules of Racing for 2015.

5.2 RULES OF BRITISH ROWING

i) Rules of British Rowing 2015: Mrs Mosienko explained that following feedback from individual members there were some minor amendments to the Rules of British Rowing. These had been circulated to all and Council approved the changes.

ii) Disciplinary and Grievance Procedure: The procedure had been drafted to define and clarify the conduct of complaints, grievances and disciplinary matters throughout the sport. It did not replace the procedures that were already in place for Safeguarding, athlete selection and staff matters.

J.C. Davies commented that it was usual to state that the accompanying person at a panel hearing should not be a lawyer. Mrs Mosienko agreed to refer back to Mrs Palios for appropriate consideration.

Subject to the outcome of that discussion, the Disciplinary and Grievance Procedure was approved for inclusion in the Rules of British Rowing.

5.3 APPOINTMENTS

i) Appointment of Director: Following the advertisement of the post the appointed panel had interviewed three short-listed candidates and had recommended to the Board Jonathan Vickers as Independent Director and Chairman of the Finance Committee. Council approved the appointment for an initial term of three years.

ii) Appointment of Members to Specialist Panels:

Following a review of the specialist panels that report to the Board, the Board recommended the following appointments which were approved by Council:

- Anti-doping Advisory Panel, Athlete representative: Phelan Hill
- Magazine Management Panel, independent person from the Finance Committee: Fiona McAnena

Following the retirement of two members of the Young Persons' Panel Council approved the appointment of its new Chairman and Secretary:

- Chairman: Richard James
- Secretary: Beth Picott

The membership of the Audit and Risk Committee to be as follows:

- Independent Director and Chairman of the Committee – J. Vickers
- Second independent member – Mrs N. Palios
- One of the members of Council – A. Blit
- Home Nations Representative – Ms H. Brock

The membership of the Finance Committee to be as follows:

- Independent Director and Chairman of the Committee – tbc
- Second Director – Mrs F. McAnena
- At least one of Council Directors – A. Johnson
- Home Nations Director – M. Morrice

FISA Delegates

Council approved the following to be FISA Delegates in 2015:

Mrs A. Phelps, J. Hedger, Sir David Tanner.

The CEO would be invited to attend the FISA Congress as an official observer.

5.4 AFFILIATION & REGISTRATION SUBSCRIPTIONS 2015 / 2016

Council approved the subscriptions for the coming year as laid out below:

Club Affiliation

Per club for 10 members or less:	£ 87.00
Per member over 10 members	£ 6.50
Dormant Club	£ 27.50

Regatta Affiliation

Per day	£ 55.00
Insurance	£109.00

Individual Registration

Gold	£ 54.50
Student	£ 34.00
Junior	£ 26.00
J14 and under	£ 16.50
Silver	£ 28.50
Life Member / Platinum	£1,150.00

Following a discussion about the categories of membership, the CEO said this was clearly an area that he would be looking at. The existing scheme appeared to be based on what it was thought members want and once the Strategic Plan has been approved by the Board some work will go into assessing the members' needs and to what extent they can be provided by British Rowing.

It was agreed that coastal rowing and day tickets for competition could be looked at as part of a wider review. C. Callow said he would like to see greater analysis of the membership, and would be interested to know how many student rowers held Gold membership. M. Brandon-Bravo said if membership figures were to be increased British Rowing must consider reaching out to other groups, such as the coastal and university rowers.

5.5 REGIONAL CONSTITUTIONS

The East Region Rowing Council had submitted a minor amendment to its Constitution in connection with online banking. This was noted and approved by Council.

5.6 AFFILIATIONS & RESIGNATIONS

New Club Affiliations:-

Cheney Falcon Rowing Club – (TU-1) CFR

Mrs Mosienko had written to this school club to ask its committee to give consideration to the name, however as at 14th February no reply had been received. A. Weekes undertook to follow up. The Board and Council would not wish to hold up the affiliation and once the name was confirmed it was agreed that the club could be affiliated.

Lucy Cavendish College BC – (E) LCC

The objectives of the club are to train members of the College who wish to learn to row, to maintain at least two crews which will be open to members of the College to compete for, and to ensure a good relationship with past rowers of the club.

The required documentation had been seen and approved by the Chairman of the Eastern Regional Rowing Council and the Regional Rowing Safety Advisor. Approved.

Streatham and Clapham High School Boat Club – (TL-6) STC

The objectives of the club are to provide opportunities for members of the club to meet and participate in rowing activities together, to represent its members to the governing body of British Rowing and other external bodies, and to maintain links between former members or alumni of Streatham and Clapham High School and the current membership.

The required documentation had been seen and approved by the Chairman of the Thames Regional Rowing Council and the Regional Rowing Safety Advisor. Approved subject to receipt of affiliation fee.

Events:-

Nottingham Masters and Club Regatta (EM) – 17th May 2015

Supported and approved by the National Competition Committee.

Disaffiliation:-

Kingsley School Boat Club

Old Roburians Boat Club

Plesiosaur Boat Club

Royal Docks RC

Name Changes:-

Warwick Graduate Association Boat Club – to ‘Ursus BC’, the club for alumni of Warwick University Boat Club.

‘**Avon County Spring Head**’ – previously Avon County Head of the River.

Club Colours: The Chairman had asked the Sport Committee to look at the lack of alignment between the Rules of Racing and the Articles in more detail and to put forward a proposal for new wording if required.

6 REPORTS & INFORMATION

6.1 BOARD REPORT

Strategic Plan: Following a session that included Portas Consulting, the Board and Senior Management Team, the CEO was pleased to be able to report that good progress was being made. A revised plan would be presented to the Board for approval at its March meeting. Its implementation would inform Council discussion at the conference in October, with an interim update to Council in June.

The overall objectives of the plan were in line with those set out in the draft 2020 Vision document.

British Rowing Championships: Further targeted consultation was planned around timing of the Championships and the needs of stakeholders, including club and university rowers.

Case Management Group: Council noted that Helen Tan, Chief Operating Officer for Welsh Rowing, had been appointed to fill the vacancy left by Mrs C. Spanton.

International Relations: The level of influence that British Rowing enjoyed at FISA level would continue to be fostered and developed over the next few years.

Development and Participation: The APS figures revealed that all targets were exceeded, other than the 16 – 25 year group, and as a result British Rowing was required to attend a presentation in ten days’ time.

In response to a question regarding potential commercial sponsors the CEO advised that there must be better understanding of the offer that British Rowing can bring to the market place before

external partners could be approached. There remained a body of work to do in this regard.

Satellite Clubs: G. Harris explained that satellite clubs were land based rowing clubs associated with on-water clubs. There was no requirement for such clubs to be Members of British Rowing and they were generally part of out-reach programmes. It was agreed however that there might be potential for membership. C. Anton said that there were many unrepresented groups of rowers that had no representation on the governing body. They had no voice in choosing their representatives or channel for making their views known. He would like to ask that these groups were also looked at when reviewing membership.

Performance: The CEO said that UK Sport had been complimentary about the Annual Performance Review and that the programme was on track.

British Rowing Indoor Championships: N. Hubble was thanked for his excellent work as Chairman of the Organising Committee for the event and for pulling all the strands together in a short space of time. There had been very positive feedback and valuable lessons learnt for staff who had also made a very significant contribution to the success of the event. It was also extremely pleasing to note that the Championships had trended on Twitter.

Questions were invited:

Watersports Centres: C. Eales had received input from A. Meegan and S. Dickie in connection with the renewal of a lease at a watersports centre but would welcome support with ways to raise the profile of rowing at centres. The CEO said there was a need to be innovative in the way British Rowing partnered with other sports and he would follow up with S. Dickie.

A. Reynolds said the RYA had good membership offers and also helpful website sections on Safety. The HRSA said he was collaborating with the RNLI and the RYA on a number of safety issues to their mutual benefit.

Education & Training: C. Anton said that there was a framework for volunteers in the Whole Sport Plan but all the information in the Participation and Development report related to coaching. He asked if the quiz for Umpires could be added to this section. A. Parkinson undertook to follow this up.

The Chairman suggested Council might like to consider a more inter-active presentation from the CEO on executive matters at the beginning of Council meetings in the future.

6.2 SPORT COMMITTEE REPORT

The report was noted, items for decision having been discussed and agreed at 5.2. M. Stallard wished to record thanks to Mrs B. Millns for her work as secretary of the Committee.

Row Safe: The safety guidance was to become a more interactive resource. S. Worley said worked continued to update content and the way in which it was delivered.

Coaching: The Committee supported that view that registration of coaches was an achievable goal and would lead to improved communication.

Competition Review: P. Clements had completed all the presentations and there were some minor changes to the original proposal. Mrs H. Mosienko confirmed that the online entry system would not be ready for at least two months; P. Clements and Mrs H. Mosienko would meet to review progress and requirements.

Junior Rowing: The JRC wished to trial 100% substitution for junior crews, all substitutions having been made before the first race of the day takes place. This was a matter for agreement by the National Competition Committee.

C. Anton asked if it would be possible for a contribution to be made to defray the cost of competing in the Coupe de la Jeunesse Regatta. Mrs A. Phelps said that cases of hardship could always be considered on an individual basis. Any financial support for the Coupe team would have to come from core funding as there was no partnership funding currently available. The question of levies or donations being made by some of the major junior events was discussed and welcomed and it was agreed that this was a matter for the individual event.

6.3 NATIONAL OLYMPIC COMMITTEE REPORTS

The Reports of the last two meetings, held on 25th November 2014 and 20th January 2015, were noted.

C. Anton asked if the Board had given thought to the impact of the 2020 Agenda on the sport. Mrs A. Phelps said that the International Relations Strategy Group had the matter on its agenda. It would be discussed at the FISA Joint Commissions Meeting on 7th March and at the gathering of the FISA Congress delegates on 8th March. British Rowing was committed to supporting the development of rowing in new countries in line with FISA's aims of equality, sustainability and universality. British Rowing staff were currently engaged in work to promote sustainable rowing programmes in Eastern and Southern Africa.

6.4 COMMONWEALTH GAMES ENGLAND REPORT

Council received the report of the AGM held on 22nd October, 2014.

6.5 REGIONAL REPRESENTATION

British Rowing's revised Articles of Association were effective from 1st January 2015 and as a result M. Blandford-Baker and A. Johnson, Council members elected to be Board Directors of British Rowing, were required to stand down from their positions as Representatives on Council.

Nominations had been invited to fill the two vacancies on Council by the Thames Regional Rowing Council and the Eastern Regional Rowing Council.

The Thames RRC Representative for TU-I on the British Rowing Council, with immediate effect, until 31st December 2017, is A. Weekes.

C. Callow was unanimously elected as Representative at an EGM in the Eastern Region on 10th February. His appointment on Council runs until 31st December, 2015.

6.6 MINUTES OF EGM

The Minutes of the Extraordinary General Meetings were noted to go forward to the October 2015 meeting.

Amendment: R. Mallett had attended the November meeting.

7 FOR DISCUSSION

7.1 BRITISH ROWING CONFERENCE

The 2015 Conference, which was to be held in Leeds on 3rd and 4th October, would be a key milestone in the implementation of the new Strategic Plan. Other areas that Council would like to take into consideration were;

- The membership offer, including categories, communication, benefits, new groups and representation, better use of data, the need to be customer-centric, utilisation of IT
- Accommodating a meeting of the Sport Committee
- British Rowing's communications strategy
- Input from the Young Persons' Panel

It was noted that Committee Chairmen were normally invited to the conference, along with representatives from clubs showcasing new ways of engaging with participants. Colin Eales said there was interesting feedback from rowers in his Region and he would be happy to talk about the process of consultation that had been carried out in Wessex and the South East Coast. He would also welcome British Rowing's help in taking the work forward. R. Mallett said he would be happy to talk about trailer towing. M. Evans (YPP) said that the student body would be very willing to have input.

C. Callow thanked all those involved with the Coaching Conference for a very illuminating day. Mrs R. Mayglothling was thanked for her contribution to the success of both the Coaching Conference and the international Sport Science and Sport Medicine Conference in January.

7.2 VOTING AT GENERAL MEETINGS

The Chairman asked Council to consider the request made at the EGM in November to give one vote to each Member at General Meetings. Council discussed the matter at some length and the following views were expressed.

- Regional Representatives were responsible for representing their clubs. Such a request was at odds with the current structure as there was a mechanism already in place.
- The sport needs to make better efforts to ensure that information about the Regions reaches all rowers, making members better aware of the role of their representatives.
- The current structure served the sport well.
- Ongoing confusion around the definition of Members (meaning Clubs / Events) and the common use of 'members' to refer to individual registered members may have contributed to a misunderstanding of the process.
- It would be necessary to react if there was a ground swell of opinion but this did not appear to be the case. An argument against the process from individuals who did not like the outcome of consultation was not a compelling reason for change.
- The debate linked to the membership question. If Council set out to address this request was it clear about the nature of the problem that it was being asked to solve.
- This was an issue about communication. It was unreasonable to expect Council to chase after one or two people representing one or two clubs.
- Every club was entitled to send a representative to Regional Council meetings. It was up to clubs to exercise that right.
- Finding a better way of listening to members electronically might solve such a problem recurring.
- It would seem the focus was not so much on how the sport is governed but that the communication about how that is done is failing. This was a matter to be resolved under the current structure.

The general consensus was that Council was happy with the current structure of representation. In summary, Council did not accept that the system was broken but acknowledged that communication with both Members and individual rowers could be improved. Mrs Phelps said she felt it would be useful to understand a little more about what was driving the request. She asked Council to leave the matter with her and she would ask one or two Council members to support her and report back. She hoped that it would be possible to raise awareness of representation through the new Communications Strategy.

8 ANY OTHER BUSINESS

Sport Matters: Sport England had launched 'Sport Matters', a new resource for clubs. Regional Chairmen and Representatives were encouraged to look at the link if they had not already done so and to pass on the news to their clubs that it was available. British Rowing had supported the launch through the website and social media platforms and information would be included in the next issue of 'Club Stream'.

9 DATE OF NEXT MEETING

The next meeting of Council would be held on Tuesday 9th June, venue and time to be confirmed.

The meeting ended at 1.50 pm