



OutdoorLads Annual General Meeting 2015 – Draft Minutes

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## **OutdoorLads 2015, Annual General Meeting**

### **DRAFT MINUTES**

**Date:** Saturday 26 September 2015

**Location:** Coin Street Neighbourhood Centre  
108 Stamford Street  
London  
SE1 9NH

**Opened:** 14:25  
**Closed:** 17:00

## Welcome

Dave Lawrence opened the meeting and thanked everyone for attending. Special thanks were offered to John Stewart and Andrew Birchall for their work as Trustees this year.

## Apologies

Steven Allan  
John Stewart

## Minutes of the last AGM

There were no matters arising from the last AGM Minutes and these were proposed as a full and frank account of that meeting by Adam Harvey, seconded by David Tanser and approved as presented by a show of hands with none against.

## Review of the year

Peter Walter addressed the attendees and gave an overview of the organisation's progress since the last AGM:

- We managed a crisis
- Website teething problems
- We focused on core activity
- We worked to future proof the group
- We created a strategic plan
- We strove to keep costs down
- We delivered 1174 events

PW went on to give a breakdown of these events in which all had increased year on year with the exception of day walks. The number of paid members was 1039 (up nine on the previous year) and the number of leaders was 192 (up 67 from the previous year):

- We will continue to focus on our mission and on what we do best; enabling volunteers to deliver great events
- We need to make the group more resilient
  - Less reliant on individual Trustees or staff
  - Office process improvements
- We need to keep event prices low and keep our future secure
- We want to appear to a larger and more diverse group who would benefit from the OutdoorLads magic

## Strategic Plan

Matt Tennant introduced our strategic plan and talked about why we are a charity and our mission 'to improve the physical and mental wellbeing of gay, bi and trans guys and to have a great time doing so'.

Our success so far:

- 86% of our members have made new friends
- 77% feel more part of a community
- 67% feel less isolated
- 78% feel proud to be a member
- 77% say OutdoorLads provides positive role models for gay men
- 63% feel more positive about the future
- 57% are fitter
- 86% have tried new things with OutdoorLads

Summing up we should be looking to ensure our activities are popular and we should not deviate from this. We should future proof the organization and broaden our charitable aims.

Plan is built on three themes:

1. We have a good product and shouldn't deviate from it
2. We need to continue to deliver great events and become more resilient as a charity
3. Broaden and diversity our membership

We have five areas to focus on:

- Staff
- Volunteers
- Governance
- Board
- Finance and Fund raising

## Questions

*A question was asked about widening participation amongst the ethnic community. The member felt our website did not portray these people or in fact any over 40's or 'isms'/ The member also asked about health and wellbeing in particular around alcohol and drugs on certain events.*

MT – Mentioned National Trust work to engage participation with members of the BME community. Alcohol on events is a small problem however we need to support leaders by providing better training.

*A point was raised from a disabled member who complained about 'route marching' and not be able to keep up.*

*A question was asked about the size of our regions from a member in the East of England who advised there were no events in his region and he was not prepared to travel.*

CO – adjusting the regions is being discussed and we're aware that the bulk of events are in the west. Explained it's a 'chicken and egg' situation as we can only put on events when we have leaders in those regions. CO mentioned the possibility of opening up days walks on hostel weekends in these areas to those not on the hostel event.

*A question was raised about whether OutdoorLads had considered working with domestic abuse charities?*

MT We haven't but something to look into.

*A question was asked about health and safety in general and if we were aware that our current risk assessments are out of date?*

MT – We're currently bringing policies into place along with leader assessments. Will add this to the list of policies.

*A question was asked about Gift Aid and if we were aware of it.*

DL – yes it's currently being investigated.

*A question was raised asking if the Board will make sure the website is adequately resourced financially?*

DL – Yes, money is being put aside every year to further develop the website.

DB – More work is being done in-house and changes since February are handled through new company and will continue to fund with budget.

*A question was asked about how are we focusing on people who wouldn't necessarily have access to events. For example students who are priced out of events. Concession membership is great but event costs are prohibitive.*

MT We need to open a dialogue with younger people including target universities..

*A suggestion was raised about having some dry events.*

*Another suggestion was raised about transport costs and we need to do more to encourage car pooling.*

## **Accounts**

Will Forshaw introduced the accounts and summarised our need to 'future proof':

- Forced to improve day to day operations
- Streamlined systems
- Removed manual operations
- Documented regular office processes
- Created knowledge bank
- Move from the 'unit' to a real office
- Restructured and recruited to defined job roles.

WF went on to advise about our financial aims.

We will:

- Keep membership and event costs as low as possible
- Negotiate the best value from suppliers so events are as reasonably priced as possible
- Maintain robust financial management to ensure the charity's future
- Diversify and future-proof our sources of income

Our income is up slightly on last year

## Questions

*A question was asked about how leaders access training.*

WF – the team are aware we need to improve how we communicate this with leaders.

*A question was asked about tangible fixed assets and what is 'other' costs.*

WF explained in detail.

*A question was asked about the reserve.*

WF – We have three bank accounts - two current (although one is soon to be closed) and one reserve which holds a £78k emergency fund which would allow us to continue for up to 6 months without income. We have to have this as a charity. PW gave an example of the recent problems at Kids Company.

*A question was asked about why our donations are low and why we don't fundraise?*

WF This is being looked into as part of our remit to broaden our charitable aims.

CO We do have members who fundraise and put a challenge out to the regions.

*A question was asked if we could make a full itinerary of equipment held in the unit available on the black leaders' bar on the website.*

WF Yes.

*A question was raised about hostel capacity and loss making events.*

WF Hostel weekends are priced to break even at 75% occupancy however there is often no consistency on which events are loss making vs profitable hostels.

*Another question was raised about why only £1400 has been spent on training and what is the annual training budget.*

WF The current budget is £2500 per year but this needs increasing. Will also mentioned that much training is done in house hence the low external spend and make a special mention of John Cornley.

*A question was asked about the new £14 PAYG fee and how it is calculated and whether we could instead promote the three month Membership.*

WF The fee is calculated as £10 + card processing costs + VAT. There are Members who only want to take part in one or two walks a year.

*A question was raised about a seven year depreciation for the website.*

WF This was advised by the auditors. We would expect the website to have a life of between five and ten years.

*A question was asked about the cost of our insurance and what it actually covered.*

WF We are insured with Hiscox who assess our cover annually. The policy includes public liability, employer's liability, office insurance and much more.

*Have we ever had to claim on insurance?*

WF No.

### **Resolution to appoint auditors**

DL advised that we would like to change auditors and thanked Peter Smith of Chittenden Horley Limited, our auditors for last year, for his previous work. The change was to maintain good practice and in no way reflected on the work Chittenden Horley has done for OutdoorLads over the years. DL proposed a motion to change auditors to Beevers and Struthers. This was proposed by Adam Harvey, seconded by Ed Budden and passed as presented by a show of hands with none against.

DL proposed a vote to approve the Accounts. This was proposed by John Cornley, seconded by Thomas Haywood and passed as presented by a show of hands with none against.

### **Election of Trustees**

All four standing were appointed to the Board by a majority vote.

### **Aims for the future**

PW talked about what we were hoping to do in the next twelve months:

- Be more resilient
- Broaden membership to better achieve charitable aims
- Continue to grow volunteer base to deliver events
- Develop fundraising to further develop our charitable aims
- Keep events as accessible as possible

In the last 12 months we have:

- Delivered 1,174 events
- Improved the mental and physical wellbeing of over 1,000 guys
  - And had a GREAT time doing so
- 50% more leaders
- Massively improved the way the office is run and supports the group
- Made the group much more resilient
- Managed a massive shock to the group
- And still managed our finances well

## **AOB**

There was no other business.

## **Awards**

DL explained this is the chance for OutdoorLads to say thank you to individuals who have gone above and beyond over the last year.

A number of volunteers were recognised for their contribution:

Danny McKeown  
Andy Martin  
Craig Owen  
Alan Dunn  
Andrew Birchall  
Mark House  
Will Forshaw  
Pete Keeling  
Paul Ridealgh  
Gavin Blackman

## **Close**

Dave thanked everyone for attending and hoped that OutdoorLads could look forward to another great year in 2016.

He went on to announce he will be standing down as Chair at the next board meeting and a new Chairman will be elected. He thanked the Trustees and gave personal thanks to WF and PW.

There followed the annual members' video for 2015.