



OutdoorLads Ltd
Suite 440
Royal Exchange
Manchester
M2 7EP

0161 420 0001

www.outdoorlads.com

OutdoorLads 2023 Annual General Meeting

Date: Saturday 23rd September 2023

Location: HOME, 2 Tony Wilson Place, First Street, Manchester, M15 4FN

The Meeting Opened at 15.04

Attended: Total 184 (83 at venue, 101 online)

Board, Sub-Committee & Staff Attendance

Board Members

Joey Payne (JP) - chaired meeting

Emma Green (EG) Vice Chair

Steven Allan (SA)

Chris Keivit (CK)

Co-opted Member (elected as Trustee during meeting)

Jake Higgins (JH) Treasurer

Interim Board Members (elected during meeting)

Peter Walter (PW)

David Lawrence (DL)

Neil Sharp (NS)

Staff Members

Liam Russell (also Charity Secretary) (LR)

Dan Byrnes (DB)

Yvonne Goldsmith-Rybka (YGR)

Sub-Committee Members

Will Allaway (Delivery)

Luke Mills (Development)

Lewis Garth (Support)

Emrys Williams (Finance & Assurance)

Apologies

None

AGM/23/01 Welcome & Housekeeping

Joey Payne welcomed all those in attendance (both in the room and online) and confirmed numbers exceeded the required quorum of 100 to conduct the business of the group. He discussed the shared values of OutdoorLads, the positive feedback received from the annual survey, activities and BIG events that had taken place, and fantastic partnerships that have helped with exposure and supporting the future of the organization. JP also summarized the agenda for the meeting today.

Business & Governance Part 1**AGM/22/02 VOTE: Approval of 2022 AGM Minutes**

Proposer: Tim Hooson
 Seconder: Mark House
 For: 211
 Against: 4
 Abstain: 65

(Votes were added and results given later in the meeting – they include all proxy votes, plus members in attendance at venue and online)

Approved

AGM/22/03 VOTE: Approval of the 2022 – 2023 Annual Report and Audited Accounts

Proposer: James Couldry
 Seconder: Alan Dunn
 For: 181
 Against: 3
 Abstain: 47

Approved

AGM/23/04 Financial Overview to 31 March 2023 & Current Financial Year

Treasurer Jake Higgins presented this section. He explained that OutdoorLads had generated a surplus for the year ending 31st March 2023 organically through events and income from the ODL bar; and that the current financial year was also showing a surplus so far despite increased costs. He felt assured that the financial security of the group was looking positive with a healthy balance in the bank and exceeding reserves. He believes there are now the funds to be able to invest in the future and expects growth to continue for years to come.

Question: Are there any plans for the cash surplus to support members in this current cost of living crisis?

Answer: **JP** Yes – we have the OutdoorLads foundation to help support with this but it is massively underutilised. It is there if ANY member is struggling and wants help with either the cost of an event or even the means to get to the event (travel costs.) There is a simple form to submit your request, it is very discreet and only the staff members processing the request will see it. Please make use of it if it gets you on an event you might otherwise have missed, this is why we are a charity.

Question: The accounts show IT website costs of £46k – why is this?

Answer: **LR** The previous year showed costs of only £802 - this is because the website was under contract but was not being updated or maintained properly; we therefore changed provider with the new company needing to undertake vital upgrades. The accounts therefore show this high figure but the spend will settle from next year.

AGM/23/05 Resignation of current Board of Trustees Statement

Joey explained the position of the current Board of Trustees. They had wanted more involvement from the members and hence over the last two years had established sub-committees to enable members to have more control. The 30 members on these sub-committees have provided extra manpower to get things done, and hence the bigger board may now not be as necessary as before, therefore it was agreed that all would resign or not stand for re-election at this meeting, having achieved what they set out to do. The exception is the current treasurer Jake Higgins, who had been co-opted to the board in June 2023 and would stand to be elected by the membership today. It was confirmed that Jake went through a lengthy interview process earlier in the year including an application and interview.

AGM/23/06 Appointment Interim Board & Trustee

Three individuals, all who have been Trustees previously, had put themselves forward for election to an interim Board which will oversee the development of a new structure for the future Board and undertake the recruitment process of new trustees, in order to secure the future of OutdoorLads:

David Lawrence (appeared via video) is currently a walk, hostel & camping leader. He was previously a Trustee for six years and Chair for two of those; his wish is to keep the core values of the group going and to protect its future.

Neil Sharp (appeared via video) has been a member of OutdoorLads for 14 years, he is a leader and organiser for the South-East, as well as a previous Trustee for four years looking after leaders & volunteers. He wants to help recruit the new board that will in turn support all regional co-ordinators, organisers and leaders across the UK ensuring the continued focus on their development and growth.

Peter Walter (present at venue) has been a member for 16 years and today will be his 300th event! He served as a Trustee for 8 years, three as Chair and

five as Vice-Chair. He would like to work quickly to come up with a structure for the new board in light of the current board stepping down, and hopes to run an open recruitment process, with an General Meeting called ASAP for the members to approve the new appointments. The interim board will step down at that point.)

Question: Why will members not be included in the consultation process for appointing a new board?

Answer: **PW** Because although the board affects the long-term future of the group it does not necessarily affect its members directly. BUT any members will be heard and can contact us directly.

Question: From your answer there is a disparity with why we are here as a group. Surely the members should lead the way forward in choosing a new board? (Danny Ballantyne)

Answer: **PW** I am not opposed to a wider consultation with the members but I am unsure if we could make it work. We will undertake a member survey and the new board will be steered by the members views. What would the members like to see?

Question: Just an observation but surely a new board would have to be officially voted in by the members anyway after being co-opted?

Answer: **PW** Exactly, we just want to make it happen. This is a short term project to agree what we want from a future board and to get them in place quickly.

Question: How do the sub-committees fit in? Will there be much interaction between the sub-committees and the Interim Board?

Answer: The single focus is for getting the future board in place and I don't think there will be much involvement with the sub-committees.

It was confirmed that treasurer and co-opted board member Jake Higgins has put himself forward officially for the role as Treasurer. He was co-opted in June following a lengthy recruitment process; he is an accountant working in audit and wants to focus on the financial stability and growth of OutdoorLads.

Further Questions before the votes were in:

Question: Have the charity commission been involved for advice?

Answer: **JP** Yes, they have been consulted and checked with multiple times.

Question: Do the interim board believe OutdoorLads should be open to women?

Answer: **PW** Anyone who shares our vision and values and loves the outdoors is welcome on any OutdoorLads event, but in terms of the long-term strategy that is for the future board to decide.

Question: What is the reason for the board resignation?

Answer: **JP** That was covered previously in the meeting and in the statement sent out a week ago. Having achieved what it wanted to do, it is now sensible for the current board to stand down and for the charity to move on.

VOTE: David Lawrence

Proposer: Will Allaway

Seconder: Joe Bailey

For: 233

Against: 12

Abstain: 15

Approved

VOTE: Neil Sharp

Proposer: Ian Williams

Seconder: Dan Barcroft

For: 234

Against: 15

Abstain: 14

Approved

VOTE: Peter Walter

Proposer: Jonathan Moore

Seconder: Matt Tennant

For: 220

Against: 23

Abstain: 18

Approved

VOTE: Jake Higgins

Proposer: Glenn Odom

Seconder: Sam Stewart

For: 231
 Against: 7
 Abstain: 23

Approved

Liam Russell noted that it was our highest ever number of members engaging and voting on the future of OutdoorLads.

AGM/23/07 Highlights of 2022/2023

Joey Payne focused on the highlights of the year – he again mentioned the surplus making it possible to invest back in the groups Foundation; the large number of events being led by 197 voluntary leaders; the implementation of the ‘ask Calvin’ campaign on events – making it possible for members to ask for help when they need assistance ; and the development of the sub-committees, showing fantastic results.

AGM/23/08 Sub-Committees Update

Emrys Williams from the Finance & Assurance Sub-Committee explained the group were reviewing policies & procedures and health & safety. They have now established who has what skills and will be able to implement a positive impact on the organisation.

Luke Mills from the Development Sub-Committee highlighted the growth opportunities now in place through the implementation of a sponsorship pack driving more partnerships and funding. The OutdoorLads bar has been utilised more also bringing extra funds back into the charity.

Lewis Garth from the Support Sub-Committee described how they have helped new members in the group attending events, and also in the training and development of new leaders and in getting them trained up as first aiders. From leafleting at Pride events, they also hope to grow the diversity of OutdoorLads.

And finally, Will Allaway from the Delivery Sub-Committee demonstrated how ongoing projects have helped benefit the charity, including cultural & heritage events and partnerships with other LGBTQ+ organisations.

They all asked members to get in touch if they want to get involved!

AGM/23/09 Remembering Friends

Joey Payne played a song for absent friends Anthony Pink, Duncan Farrow, Alex Neely & Mike Fulton and hoped members would remember the happy memories shared with them over the years.

AGM/23/10 Election Results

LR presented the election results as per item AGM/23/06 and confirmed the appointment of Peter Walter, Dave Lawrence, Neil Sharp and Jake Higgins as the new trustee board.

AGM/23/11 Overview of transitional Interim Board

Peter Walter discussed the arrangements, process and next steps. He acknowledged the concern that many questions relating to why the board were all stepping down had not been answered but re-iterated that they would be addressed after the meeting.

He said it was honest to say that two recent resignations on the board had made the current board come to their decision, but that shouldn't take anything away from all the hard work they had put in. He thanked them for their contribution and stressed members should be mindful and respectful in light of current events and appreciate their commitment and desire to help OutdoorLads be what it is today. He also thanked the staff for all their work behind the scenes.

AGM/23/12 Leader Awards

Presented by Liam Russell & Mark House:

It was brilliant to see how many nominations there were from members this year; aside from those awarded below - a great big thank you to all regional co-coordinators, organisers, and event leaders volunteering their time to provide great events throughout the year!

Darren Wayne

Lewis Allsebrook

Niall Johnson

James Kincell

Dan Barcroft

Mike Smith

Paul Farrell

And a special recognition award for Steven Allan, founding member and Trustee since 2006.

AGM/23/13 Any Other Business

There was none.

AGM/23/14 Closing Video

Staff member Dan Byrnes presented an inspiring video in celebration of all the great events OutdoorLads has put on over the past year.

The Meeting Closed at 16.46