

MINUTES OF BOARD MEETING



Meeting Title OutdoorLads Board Meeting June 2019
Location: Teleconference
Date and Time 8pm Monday 3rd June 2019

Attendees

Peter Walter (chair)
Matt Tennant (vice-chair)
A Brett Monaghan (treasurer)
Steven Allan
Neil Sharp
Danny Mckeown
Jonathan Moore
A Dan Barcroft
A Danny Ballantyne
Liam Russell (staff)
Jimmy Brash

19/27 Apologies for absence

Apologies had been received from Dan Barcroft and Danny Ballantyne due to prior work commitments, and Brett Monaghan for personal reasons.

19/28 Approval of previous minutes

The minutes of the board meeting held on Thursday, 11th April 2019 were approved by trustees, subject to minor corrections being made.

19/29 Board Report

Trustees had received the Board Report in advance for consideration. Peter Walter asked for thanks be minutes to all volunteers, leaders, board members and staff who assisted with BSC 2019, for giving up their time and energy to contribute which was considered to be a success for the group. Good teamwork was evident at the event amongst the BIG Events Team in particular. Challenges around the catering were acknowledged, however issues were overcome and there is a plan emerging to deliver catering in a different way next year.

Liam will include a summary of feedback received in the next board report. LR

Further to item 19/22 on Membership Price Rise, it was proposed by Liam and agreed by all, that any future price rises to take effect from 1 July, to

reduce the resulting workload on the office team at a time that preparation for BIG Spring Camp are underway.

19/30 Leader Recruitment

Neil Sharp informed Trustees that Phil Owen and Richard Hearne have completed a paper on leader recruitment, including recruitment process, and other ways to take this project further. They are both enthusiastic about this and have identified lots of good points for development.

A key focus of this work is to be how we use the current leader base to recruit more leaders from the wider membership, including a drive on volunteering as the lifeblood of the organisation, and a social media plan to emphasise this. It was suggested that we ask Richard Overton to produce some infographics to support this.

Neil has prepared a Leader Survey which will be going out soon. Cleaning of the leader cleaning data is underway and will be concluded soon, giving us improved understanding of our leader resources and will impact upon improved communications.

19/31 Trustee Memberships

Life membership

It was proposed that we review the list of previously awarded life memberships to ensure it is correct. It was **agreed** that Peter and Steven are to review the list.

PW
SA

Trustee had a lengthy discussion on the future awarding of life memberships. There was a consensus that life memberships should be awarded in future in very limited circumstances. It was **agreed** that this will always be put to a vote at the AGM.

There was discussion around no longer awarding life memberships to retiring trustees except in the most exceptional circumstances, and that instead a year's free membership could be awarded. Life memberships were thought to be too significant a gift for us to make too often.

PW

It was noted that Dan Burford has never actually been told that he has a life membership. All **agreed** that Dan should be given a life membership as a founding member of OutdoorLads who has contributed significantly over an extended period. This is to be added to the agenda for the 2019 AGM, along with Steven Allen, as this would then compete all founding members. All other first committee members have previously been awarded a life membership by default.

It was proposed that we assume that only those voted on at an AGM have life membership. Where individuals are affected, we send an e-mail to ask them to take on paying for membership to support the charity going forwards. This proposal was agreed by trustees. Danny McKeown-Henshall **agreed** to draft this e-mail.

DM-
H

Yvonne to review previous AGM minutes to see who has had previously received life membership.

YG
R

Current trustees membership

Peter Walter proposed that trustees should pay for membership when in role, at whatever rate they would otherwise be eligible for. There was some robust discussion around this, with a range of views being aired.

Matt noted that those standing at trustees at the AGM have to be full members in order to be eligible to stand. Matt's view is that trustees should be paying for membership and that this would be stronger governance.

Jimmy said that he had no expectation of free membership and that the governance arguments are strong.

It was proposed that that serving trustees and co-opted board members pay their membership, at whatever level would otherwise be eligible for. This was **agreed** by trustees.

Trustees further discussed free membership for regional co-ordinators (but not organisers) whilst in role. These are some of our most dedicated volunteers and give up significant amounts of their time to enable the organisation to flourish. It was felt that, especially as they were not voting on this themselves, they be given free membership and could decide for themselves if they wished to take it up or otherwise. This was **agreed** by trustees. Liam to contact them to confirm their individual preferences.

LR

19/32 Finance

Peter spoke to Brett's latest finance spreadsheet, and it was noted that the profit shown is more to do with a phasing issue with BSC than an upturn generally.

Auditors were discussed. It had been planned to select new auditors for this year but complications with the website and systems meant that this was not practical and trustees **agreed** to use Beever and Struthers again this year. However, we will undertake a new tender process for auditors for next year.

19/33 Price Rise Review

Peter agreed to write up a document as a learning log of what we did well and what could do better in future with the price rise. There was no doubt that there were improvements to be made around the communications on the issue. However, the principle of needing to improve the financial position of the charity in this manner is correct.

We have lost 96 members in the month of the membership price change, in a typical month this is around 30 usually. This was slightly lower than anticipated.

Trustees discussed the impact of the price rise and noted that there have been a limited number of complaints, but predominantly they came from those on the £49.02 memberships. Peter said he felt that the original decisions still stand. Danny McKeown-Henshall agreed, and said that he understood the frustrations felt by some members.

Peter has sought legal advice on the issue and had been told that we do not need to roll back on the decision.

Trustees discussed the scenarios at play in some detail, and the manner in which the few complaints received are to be handled and responded to. No further action on this was required at the present time.

19/34 Any Other Business

AGM.

Neil will discuss the AGM on the Regional Co-ordinators call on Monday, especially in relation to sub-events. 50 people are booked on so far.

Rich Payne.

Trustees noted that Richard Payne is currently reported missing in the Himalayas and the presumption in the media is that he has lost his life. If this turns out to be the case, Trustees wished for his contribution to the group to be acknowledged and thanks given. Danny will try to get an address for his partner to send our respects.

The Meeting closed at 9pm