

MINUTES OF BOARD MEETING



Meeting Title OutdoorLads Board Meeting October 2020
Location: Online via Microsoft Teams
Date and Time Thursday 15th October 2020 at 6.30pm

Attendees

Matt Tennant (Chair)
Danny McKeown-Henshall (Vice-Chair)
A Ted Youngman (Treasurer)
A Steven Allan
Neil Sharp
Dan Barcroft (DB1)
A Jimmy Brash
Danny Ballantyne (DB2)
Fergus Brunning
Simon Hawthorn
Gavin Bridge

Liam Russell (staff)
Dan Byrnes (staff) (DB3)
Yvonne Goldsmith-Rybka (staff)

Nick Reid (advisor to the board)

20/40 Welcome & Apologies

Matt welcomed Gavin to his first full board meeting as a trustee. Apologies were sent from Ted, Jimmy and Steven Allan who would not be attending the meeting.

20/41 Approval of Previous Minutes

Matt had added some comments to the July board meeting minutes and had forwarded to the board for approval – there were no extra comments from the trustees, with the minutes approved for publication on the website.

The minutes from the September board meeting after the AGM were approved for publishing.

AGM minutes to be addressed later in this meeting.

20/42 Declaration of Conflict of Interest

To be a permanent fixture from here in: Matt asked if any of the trustees had any conflict of interests in items on the agenda to declare.

It was noted later in the meeting that Dan Barcroft had a conflict in relation to a confidential staffing item and was not involved in the decision making.

20/43 Conflict of Interest Policy

Liam has produced a conflict of interest policy which had been circulated in advance. Trustees approved the Conflict of Interest policy.

The conflict of interest form will be circulated to trustees to complete. From this, a conflict of interest register will be produced and kept updated.

The policy could be kept internally but all trustees agreed we will publish this on the governance page of the website.

20/44 Board Roles & Responsibilities

Board roles for 2020/2021 have been laid out with the addition of the board sub- groups.

The board were happy to proceed for the next 12 months with these roles.

Liam Russell and Dan Byrnes to be added to the Comms sub-group.

Gavin expressed an interest in joining the new E&D sub-group with Simon Hawthorn. **GB**

20/45 Updates from Regional Co-ordinators Meeting

Neil Sharp and Danny Ballantyne:

Co-ordinators wanted to know have Trustees considered a 'back to normal' strategy and start date for them to plan events and book hostels. With the changing legislation this cannot be answered currently, Matt suggested the Operations Sub-Group consider this alongside the paid events program for 2021. As soon as more restrictions are lifted look at a big relaunch date. **OS
G**

Dealing with what we can, we are being fluid with walking/climbing/cycling events with each area having a different approach within their own regional restrictions.

It was agreed that more focus was needed on #StayInMore events, with Danny Ballantyne to look at a programme of events. It was agreed to keep most of these as free events as currently we are running on a lot of kindness and goodwill from members paying their membership but not actually being able to get out much... **DB2**

Although no BIG events are currently taking place Neil expressed his concern that for a lot of members Christmas could prove a very lonely and isolated period. It was agreed that even though we may not actually be able to hold any physical events, we need to plan for virtual ones so that members are not on their own. Examples were cooking together online, Christmas DJ sets via a live-stream Xmas party, Xmas quizzes – give a push on social media and see which leaders want to get involved and what other ideas they have. **DB3**

Liam also asked for thoughts on proceeding with the postponed mental health training for leaders as virtual events, and this will be explored. **LR**

Nick Reid has been engaged as a technical advisor to the board and stated that although he is happy in general with how leaders are being assessed and how they lead events – there is still room for improvement – with experience and logs crucial to how we move them forward.

We must ensure our first aid documents and risk assessments are up to date – noting that the industry standard is now below 600m for lowland walks, rather than the 500m OutdoorLads currently uses. The Board were happy to action this with immediate effect. MT requested NR,NS and DB2 bring a proposal with actions back to the Board for approval.

**NR
NS
DB2**

20/46 AGM Follow Up

Matt congratulated all on our first digital AGM, it went down well with our members and is definitely a format we can continue with in the future. Attendance was good and it cost far less to run. We went slightly over on time and this will be addressed in any future digital meetings. It was suggested that using this format we could get our members involved more frequently, with maybe a second open meeting at the halfway point in March.

The minutes were approved, and the relevant trustees answered any questions not answered live during the AGM. Matt asked that they be published as one document on the website for approval by the members at the 2021 AGM.

Matt noted that although the testimonials from the annual survey are something we should all feel proud of, we must also take on board any negative comments and react accordingly. Our diversity as an organisation was questioned – including an all-white board and staff - and our name has been suggested by a few to be no longer relevant – how should we deal with it?

The current challenges to OutdoorLads means our capacity to action a large amount is limited, but we will acknowledge over the winter through video content to the members to gage their thoughts on diversity within OutdoorLads.

DB3

20/47 Office Board Report & Events Update

Liam had compiled the office board report and highlighted items within for discussion.

Matt asked the trustees to let Liam know what stats they wish to see included in this moving forward.

It was noted that the Covid-19 plan emailed to trustees that week was already out of date with new legislation announced by the government at the beginning of the week including Tier1,2,3 regional differences. We will continue to be fluid, to work both regionally and nationally within the restrictions.

Camping events were pulled as the rule of 6 was introduced, and there will be no hostels or BIG events in 2020 now - but for next year a new venue needs to be found for Halloween, and also we need to start looking at the 15th birthday celebrations.

LR

20/48 Insurance Renewal

The board met and signed off the new insurance provider on 7th September.

Matt presented to the board lessons learnt whilst renewing our insurance; including recommendations for the operations sub-group to manage the renewal in the future.

Fergus enquired as to whether the Trustee indemnity insurance was now in place and Matt confirmed this was signed off with Endsleigh.

20/49 Finance Update

Ted sent through a paper report as he could not be present today, the purpose of which was to provide an overview of the financial position after the first six months of the current financial year and provide a forecast for the second half of the year to inform decision making.

Our cash position is healthy (£94,713) considering the pandemic, and membership income continues to hold steady. The year-end forecast is a loss of 21K. Ted recommends looking at how we can reduce costs until normal activity can resume.

We are still awaiting the outcome of the VAT appeal re our status and any rebate that may be awarded/ backdated. **TY**

20/50 Fundraising Proposal

Gavin put forward his first paper with fundraising ideas. With most events currently restricted now is a good time to look at other ways to connect with our community – many of whom may have more spare time on their hands. Maybe in conjunction with #stayinmore we could look to fundraise for other charities in line with our charitable aims, and those participating could still feel pride as part of our community whilst acting alone/ social distancing/ virtual involvement.

Ideas include raising money for LGBTQ and Mountain Rescue / clean ups/ planting trees/ collecting food for the homeless – Gavin will gather more ideas from members and put a group together to work to progress these ideas. **GB**

20/51 Any Other Business

None. The staff were asked to leave the meeting.

20/52 Reserved Item - Confidential

This matter was considered confidential and has been minuted separately.

The Meeting closed at 9.15pm (before confidential items)

Dates of next Board Meeting

2020:

Thursday 26th November 20:00-21:00

2021:

Monday 18th January 18:30-21:00

Monday 22nd February 20:00-21:00

Thursday 8th April 18:30-21:00

Monday 7th June 18:30-21:00

Monday 21st August 20:00-21:00