

## 24 OCTOBER 2014 BOARD MEETING – KEY DISCUSSIONS AND DECISIONS

**Election of Board of Director Results:** Loretta Cusack-Doyle had been elected. In view of the fact that the votes cast for the first two candidates were very close, a recount had taken place. The results were:

Loretta Cusack-Doyle: 72 votes

Mac Abbotts: 67 votes

Reuben Davison: 38 votes

The number of eligible voters was 732 with only 183 votes being cast. Directors were disappointed to note only a 25% turnout, however, it was agreed that turnout is always greater when the membership is dissatisfied. It was further agreed that the Association needs to find ways to communicate with the membership and encourage them to take part in the election for 2015, ie, perhaps some sort of reward for voting.

**Events Calendar:** It was confirmed that most of the 2015 events had been allocated following a bidding process which had covered 2014 and 2015. Decisions on the remaining competitions would be allocated at the next meeting. The bidding process for competitions in 2016 can start now.

**National Masters Team Championships:** Only one Area had responded to date. Consideration would be given as to what should happen about the British Masters Teams competition at the next meeting.

**UFC:** The press release would be circulated. The Association will activate communications lines and access the UFC database to promote Judo. Information regarding sponsorship of the British Championships in terms of advertising and an information pack would be circulated to Directors and include financial information.

### CHAIRMAN'S REPORT

- **World Championships, Chelyabinsk:** Results were disappointing. Since the World Championships there had been some medal successes which are very rewarding.
- **VI Championships, Colorado:** The organization was not particularly good; it was acknowledged the UK is a leading example and has set good standards of organization and professionalism of events. Jonathan Drane won the bronze medal in the -81kg category. The UK is the only nation to amalgamate VIs with the ordinary programme which helps to set the athletes' approach, attitude and frame of mind and sends a clear message to other nations that the amalgamated programme is of value to all players involved and fully supported by the Chair and Chief Executive of the Association together with the players and performance department.
- **IMMAF:** The Chairman has been asked to be involved in IMMAF (International Mixed Martial Arts Federation) on a voluntary basis in an effort to raise the profile; this would have a strong alliance to the new Combat Sports Federation.
- **Sombo:** The Chairman had attended a tournament at Bluewater. He and the Chief Executive are currently in dialogue with regard to supporting MMA through their own development programme.
- **European Open:** The Chairman was very proud to see the review report of the event which was exceptionally good. It was agreed that spectator numbers still need to increase and this will be discussed further in terms of marketing the 2015 event as widely as possible.
- **UK Sport:** A very positive meeting had taken place. The Association was very clear about investment in junior players and the need to meet current targets.
- **Sport England:** A meeting had taken place with a small group including representatives from Judo, the Lawn Tennis Association, British Equestrian, Fencing and Archery, who are all part of the group working on the Behaviour Change project.
- **Sport England/UK Sport:** The two organizations are amalgamating.

- **Brazilian Ju Jitsu:** The Chairman and Chief Executive are working with Brazilian Ju Jitsu to encourage their involvement in the Combat Sport Federation and cross network.
- **3Ks Judo:** The Chairman had attended the 50<sup>th</sup> Anniversary and had presented a certificate to mark the anniversary celebration. Credit was paid to Malcolm Collins for his dedication without which, the club would not have achieved success.
- **British Masters:** This was the 18<sup>th</sup> British Masters competition which was excellent; feedback was excellent too. The Masters also provides the opportunity for a good social gathering for participants and volunteers.
- **Women in Sport:** It was noted that 34 women had entered the Masters which is very encouraging for Judo in women's sport nationally.
- **Junior World Championships:** The Chairman commented that the British juniors competing were very professional and had excellent standards of behaviour; credit to Nigel Donohue.
- **Home Country Reports:** Home Country Chairs would submit an update report to be circulated with the agenda to highlight achievements and any areas of concern.
- **Board Representation at Events: Dates for key BJA events** would be circulated in order to ascertain Board representation.
- During the meeting it was noted that Lucy Renshaw had reached the repechage to fight against Jemima Yates-Brown.

#### **CHIEF EXECUTIVE'S REPORT**

- **Staffing:** There had been some recent staff changes. The Chief Executive was aware of the need to monitor appointments to posts and associated costs.
  - A Marketing Intern post was currently being advertised; this involved only expenses as no salary would be paid. The role would provide considerable experience in e-marketing and e-communications and would provide support to the marketing/communications function particularly regarding social media and communication with clubs around the Behaviour Change project.
  - A member of Performance staff had left the Association. The Performance department was in the process of re-organisation and final discussions will take place shortly.
- **Assurance:** The Association was subject to a recent audit. The formal report will be submitted to the Panel. Board Evaluation was an issue raised and Director appraisals were needed in order to assess the skills gaps for which there may be the opportunity for funding from Sport England.
- **UFC:** A draft press release regarding sponsorship had been circulated with the agenda. The Association is looking to work with UFC's TV production company to gain advice on the presentation and driving interest in the European Championships 2015.
- **UKMAF:** As part of the agreement with UFC, the Association is meeting with UKMAF (UK Mixed Martial Arts Federation) to input into their preparations for their submission to Sport England.
- **European Championships:** The inspection visit by EJU took place over two days and focused on contractual elements. Feedback so far had been very positive. The French Federation had confirmed the purchase of 100 tickets for each day of competition, the German and Dutch Federations are about to confirm their requirements.
- Board **APPROVED** the recommendation that there should be no other major Judo activities, including gradings, during the European Championships.
- **Executive Awayday:** Executive staff had met to discuss and plan for 2015/16 and longer term and to reforecast for the year end. Sport England representatives had attended to make a presentation on high performing governing bodies and are keen for the Association to take part.

- **Conduct and Complaints:** There were currently six complaints under investigation four of which were referee related, one performance and one club complaint.
- **Safeguarding:** There were currently six positive disclosures requiring written explanations and one risk assessment pending.
- **Panels/Commissions:** A lot of feedback had been received from referees and officials et al regarding Commissions. This is a discussion point for the Board and provides the opportunity to review the Panel/Commissions structure and terms of reference to ensure Panels and Commissions function efficiently and effectively and are tailored to the needs of the Association working alongside members of the Executive. Time constraints of non-executive members of the Board were acknowledged and would be taken into account during the review. The last two years had given the current structure time to bed-in and now was a good time to review process/procedures and membership of the various Commissions in order to ensure that each Commission had the right skill set to deliver according to the terms of reference. Volunteer status of many of the Commission members was acknowledged and would not be taken for granted. Board **APPROVED** the recommendation for a cross panel review of the current Panel/Commission structure along with terms of reference and membership. This would be conducted by a short-life working group.
- **Refereeing Commission:** Board **APPROVED** the recommendation of the working group to put the Refereeing Commission on hold until a full review of the terms of reference, roles and responsibilities are clarified. Current activities of the Commission would be delivered and driven by BJA staff and reported via the Technical Director until the Refereeing Commission is re-established. Keith Merrick would be consulted with regard to selection for the National Championships in December 2014.

#### **STRATEGIC PANEL: ORGANISATION AND CULTURE: FINANCE REPORT**

- **Membership Income:** Is below expectation, however the decline has stabilised at the moment. The year end position shows a £90K shortfall in income.
- **Grading:** Is generating more income than budgeted and is continuing to grow; this is purely as a result of the increase in grading fees.
- **DestinationJudo:** Shows a loss. A meeting will take place on Monday with Mark Beecher, Marc Preston and Maria Turnbull-Kemp to discuss how best to proceed. Considerable cost savings have been made and further cost savings are required to meet targets.
- **European Cup 2014:** The competition ran slightly over the £50K budget; unexpected costs were incurred including anti-doping costs for which there was no funding and some additional sponsorship costs as a result of EJU changing their requirements. Comment was made that there was no GB representation in some weight categories. It was agreed that this was a discussion for PMG and was a result of the selection policy.
- **Finance and Governance Meeting:** From the management information provided, there are no issues of concern to raise. The Association now has positive reserves heading towards £100K. In terms of risks and opportunities, loss of membership is being addressed by cost cutting and by a number of club initiatives. The acquisition of the BJC and its membership has made a positive contribution, however, the decline in membership and as a result, membership income, continues to be a concern. In overall terms of the Association's financial function, for the second year, the accounts have been fine and the audit raised no issues. In terms of financial risk, governance and controls, accounting policies and procedures are adequate and in place. FRG will continue to monitor the financial function to ensure it is robust and stands up to scrutiny and that any issues are properly highlighted to the Board. Tribute was paid to the efforts of the Executive team and the Finance team for their work over the last two years which has resulted in material improvements in the performance of the accounting function.
- **Board Training:** It was AGREED that a full day discussion and training day would be arranged to cover matters including Board's responsibility and accountability for policies, processes, procedures and controls.

**STRATEGIC PANEL: PERFORMANCE PATHWAY**

- Selection recommendations had been made by the Performance team for the Junior European and World Senior competitions.
- The criteria for the 2015 Senior and Junior European and Junior World Championships 2015 are currently being reviewed.
- It is necessary to review the English programme in as far as it relates to the Home Country programme for juniors.
- It was noted that PMG would be part of the Panel/Commission review that is about to take place.

**STRATEGIC PANEL: ENHANCING DELIVERY**

- **Membership:** Is starting to increase as some of the programmes and activities are now coming to fruition. Membership customarily increases during the September to December period due to the influx of students. The Sport England target is assessed against the 14+ age category; the Association currently has 13,038 14+ members.
- **Promotional Programmes:** Include the student voucher scheme, satellite club scheme and PL4S. Club Mark has been re-launched and has created a phenomenal amount of interest; 47 clubs have signed up. The two member growth target for clubs is being promoted. The online portal is continuously being used and a club e-newsletter will be circulated shortly.
- **Behaviour Change Programme:** Has been insightful in terms of assessing why players are coming in and why they are leaving. The programme is currently at phase 4, in the third week of the delivery stage in three Area clusters. Over 80 hours of additional instruction is being offered to coaches at the clubs involved in the programme. In addition, coaches are working with individual young people to ascertain whether the club environment has changed. The pilot will be completed in December 2014.
- **100AND10%:** Is an agency engaged by British Judo to target marketing campaigns to the 14+ age group, then to the adult market, then to the 8 – 11 age group and then the 5 – 8s. Their aim is to engage with clubs through social networking at club level, through social interaction as a family as opposed to just about competition.

**STRATEGIC PANEL: TECHNICAL STANDARDS**

- **UK Coaching Awards 2014:** Colin McIver tabled a paper detailing the names of Judo coaches who had been selected as finalists in various categories. It was very pleasing that there were coaches nominated in four categories.
- **Referees' Seminar:** Will take place in November 2014.
- **Protocols in the Event of Unconsciousness (14/64.3):** The amended document was tabled and further work will be undertaken to separate hit and strangle out in order to be more explicit. It was suggested that some medical endorsement is required to ensure that the paper is credible and accurate from a medical viewpoint.
- **International Club (14/44.1):** There had been very little interest and will not be pursued.
- **Coaching Cards:** The problem experienced with the new CRM will be resolved shortly.
- **Gradings:** A comparison of gradings for the six months April to September 2014 was tabled and compared with 2013 which appeared to follow the same trend, demonstrating that July and August are not good months. Senior gradings were down across the board. Gradings are being monitored carefully.