



Executive Summary

Board of Directors Meeting

Date of Meeting: 18 April 2018

- **Strategic Plan:** This will be reviewed fully this autumn, once the new Board Directors have been elected.
- **Recruitment of Technical Committee Members:** It was agreed that the interview panel should always include at least one independent person.
- **Finance Audit:** This has been completed by KPMG, with no concerns raised. The 2017 accounts are showing a surplus of £440K, with most areas of the organisation outperforming forecast expectations. Membership, horse registrations, competitions, starters and participation in regional training activities have all increased. The reserves now stand at £1.7M.
- **New Recruits:** The new Head of Sport Operations (Di Harvey), Commercial Manager (Nicki Raybould), and BD Youth Education Officer (Jennifer Stringer) are now in post and their inductions are complete. They have all started well and are settling into their new roles.
- **Staff Development:** This four sessions of training have been well received by staff. A follow up workshop will now be offered for each individual department, tailored to their needs and requirements.
- **Director Appointments:** A proposal will be made at the AGM to change some aspects of the Independent Selection Panel, so that it is constituted as a Nominations Committee, in line with UK Sport's Code of Governance. There will also be provisions made for the Board to make interim appointments, if required, should Directors stand down before the completion of their term, to provide cover until a permanent replacement can be elected.
- **Director Profiles:** It was agreed that profiles for each of the Directors should be posted on the website. This will include relevant background information, portfolio responsibilities, points of contact etc.
- **IT Project:** Phase Two (for grading, results and qualifications) will move into user acceptance testing next month, with the aim of launching this part of the project in early summer. Phase Three (focusing on the membership database will then follow for the second half of the year).

Name of Director

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- Talent Pathways: BEF Head of Pathways, David Hamer, presented the new strategy, with a refreshed and improved approach for developing athletes across the Olympic Disciplines. There will now be more focus on supporting riders aiming for Team GBR medals, rather than just providing general education.
- Competition Structure: A number of Directors will be joining the next Sport Operations technical committee meeting in May, to discuss and agree changes or rules revisions required for 2019, following feedback from Members and the analysis of the Regionals.
- CDIO: BD is currently in discussion with Hickstead as to how we can best support this show, as the only CDIO in the UK. The marketing and communications team are also working closely with Windsor and Bolesworth to promote these important internationals in the next two months.
- International Teams: The Performance Manager Role will be advertised before the summer, to allow for their induction and an initial shadowing period to take place during the European Championships this summer, before formally commencing the role in the autumn.
- Para: From 1 Dec 2019, Para will mirror the able bodied structure (and qualifying periods) with each para test having a Bronze, Silver and Gold section. There are 5 para grades (riders) and only 4 used tests per grade. Riders will be responsible for ensuring the correct qualifying section is entered and there will be a summer and winter championship for all sections. There will be an RDA ID (Intellectual Disability) Associated Championship hosted at the BD Festival of Para Dressage at Solihull on 1/2 Sep.
- National Convention: This will be held at Hartpury on 24 and 25 November. The Training & Education team is currently in the process of finalising the theme and presenter line-up for this year's event, which will be formally launched in June.
- BEF: New personnel are now in post: Mohamed Elsarky, Chair; Nick Fellows, CEO; and Malcolm Wharton, Chair of the BEF Council. BD is looking forward to working closely with the new BEF Board, Chair and CEO, together with the other member bodies.
- Equine Development Programme: The responsibility for delivering the Futurity and Equine Bridge has now formally been passed over from the BEF to a new consortium that represents various interests within the breeding sector. The three Olympic Disciplines, along with the British Breeders Network, will also have individual representation on the Board to provide a strategic overview and ensure that there is a joined up approach for all activities.
- World Equestrian Games: The CEO will attend during the first week of competition, returning to be present at the BD National Championships at Stoneleigh, including the AGM. The Interim Para Director will represent BD during the second week of competition to support the Para team.
- President's Commendation: This new award will be published shortly.
- Next meeting: 3rd July.

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