

Executive Summary

Board of Directors Meeting

5 February 2020

1. Finance: Projecting a £240,000 surplus for 2019, which will allow BD to offset the 2020 budget forecast and IT depreciation. The 2020 Budget shows a six figure deficit, as this is the first year of combined depreciation of Phase I, II and III of the IT project. However, without the IT depreciation element we are projecting a £12,500 surplus. 2020 budget was approved by Board.
2. Board & Governance: Directors approved a proposal to update the BD Memorandum & Articles of Association to bring the organisation fully in line with the UK Sport Code for Sports Governance, including definition of independent appointments and further clarity around the election process.
3. HR: 65 applications received for the Central RDO vacancy, with the preferred candidate accepting our offer and now due to start on 1 April 2020. Mari O'Connor will continue in an interim capacity until the end of March. Employee Satisfaction Survey to be drafted and carried out in the first quarter, with the results used to inform and improve working practices and employee retention rates.
4. IT & Website: Update provided on Phase IV progress for BD Online and outstanding items linked to Phases I, II & III. BD website updates were also discussed, followed by a demonstration of the new Winter Championships micro-site.
5. Sport Operations: The updated venue assessment and fixture allocation process was circulated after the recent Sport Operations meeting. Final documents and processes to be produced ahead of the next Sport Operations Committee and then signed off at the Board meeting in April.
6. National Championships: Further planning meetings have been held and the site plan is currently in development. Draft timetables have been produced, subject to confirming logistical considerations.
7. Para-Equestrian: First para judges exam due to be held on Friday 7 February with 11 candidates. Steward's pathway group continue to make progress.
8. International Teams: U21 development pathway review is underway. Next steps will be to convene a meeting with key stakeholders to discuss rider progression from Regional to Academy level, through to International and World Class programmes. Senior riders have completed their competition availability list.
9. Judges: FEI Judge and Steward Criteria document agreed and to be implemented. Update provided on the new judges' education framework – work is ongoing and as scheduled, with working groups continuing to develop the technical detail. Demonstration of video content was provided, with further filming due to take place at the Winter Championships and Area Festivals.
10. Youth: Updates provided on the Academy programme and review document discussed.
11. Training: Feedback gathered via survey on the 2019 National Convention was broadly positive, but with some areas for development identified that we will look to incorporate in the future.

12. Membership: Currently 16,708 total paying members. There has been a noticeable increase in January which follows a yearly trend of new or returning members joining at the start of the year. Outline provided on marketing activity planned for the year to encourage new and lapsed members to join / renew, with focus on the opportunities presented by 2020 Olympics and Paralympics.
13. Owners & Breeders: As a result of the 2019 Members Survey, a meeting has been held with a group of owners and breeders. This was positive with the recommendations being assessed to formulate and action plan and evaluate the potential resource requirements.
14. BD Clothing: Tender process has now been completed with seven companies expressing an interest in working with BD. Preferred company has been identified and contracts are now being agreed prior to launch in early spring, in time for the Winter Championships.
15. Commercial: Proposals received and presented on live streaming / online content for major BD shows and dressage events, with a potential launch ahead of the Winter Championships.
16. BD Strategy: The 2020 Operational Plan was agreed and signed-off. CEO presented the new BD Strategy which will now be formatted in to a document for external publication. This will be presented to members during the Winter Championships, at the Members' Meeting at Hartpury on Thursday 9 April 2020.
17. BEF: Iain Graham (interim CEO) and Malcolm Wharton (interim Chair) of the BEF joined the Board meeting and provided an update on BEF activities, plans for Tokyo 2020 and future strategy.
18. AGM: It was agreed that the AGM will take place at the Summer Area Festival Championships at Arena UK on Thursday 10 September 2020.
19. Date of Next Meeting: 21 April 2020