



## **Executive Summary**

### **Board of Directors Meeting**

#### **20 April 2021**

1. Finance: The 2020 accounts are close to being finalised and continue to show a more positive position at year end than originally forecast. However, the financial impact of the pandemic will not be fully realised until the end of 2021, particularly with the loss of income associated with the horse registration extensions deferred until this year. The 2021 budget forecast is currently showing a six figure deficit figure, which was presented to the Board and then discussed. A tender process is underway relating to the business and member insurance provision.
2. Membership: Current membership stands at 15,277 as of 31 March 2021, up from 14,768 at the end of February. With the resumption of activity from 29 March, early indications are that this membership number should increase by a similar number in April, which is an encouraging start to the recovery period. A further one-month extension to horse registrations for members in Scotland and Wales was agreed, to reflect the later resumption of activity in these two nations.
3. Governance: The nomination deadline for Para Director and Training Director is Tuesday 4 May 2021.
4. Marketing: Saracen have been announced as new sponsors of the Quest competition series, supporting Team Quest and My Quest. A business-wide rebrand was launched to coincide with the resumption of activity, with the digital roll-out now complete. Accompanying physical material, including membership booklets, signage, clothing and merchandise remains on course to be launched at the Winter Championships. The immediate focus continues to be on reactivation of members that have lapsed during the 12 month period of the pandemic.
5. HR: Chief Financial Officer, Steve Phillips has been appointed and commenced work in late February. Currently recruitment is underway to fill three vacancies within the Training & Education, Sport Operations and Marketing teams. BD HQ in Meriden has re-opened and we are operating a phased return to the office, taking into account social distancing and other restrictions that remain in place. Approval was given to recommence the appointment of a Performance Manager over the coming months to support the U21 International Teams.
6. Regional: Communication with members has been ongoing as we restructure the regions, staff and committees in England, with effect from 29 March 2021. Our Development Officers in Wales and Scotland are currently on maternity leave and interim appointments have been made to provide comprehensive cover during their absence.
7. IT: Several developments have been scoped and delivered during the first quarter of 2021 on both BD Online and the website to enhance and upgrade our internal systems ahead of the resumption of activity. An integrated events booking platform, training and education database and API for non-Horse Monkey venues are priority projects for development in the second half of the year for a phased delivery in Q4 2021 and Q1 2022.

8. 2021 Operational Plan: Updated version was presented to the Board, including progress ratings across each objective by department.
9. Sport Operations: Board approved dispensation for UK based FEI Judges to attend Premier Leagues in place of non-UK based FEI judges while travel restrictions and 'red zones' remain. Winter Regionals have all now been confirmed and entry numbers are looking positive. Changes to the Quest Regional Finals have now been released to members, providing an increase in opportunities for riders to take part and qualify for finals. Planning continues for the Winter Championships, with the schedule due to be finalised and published by the end of April. Update was provided to the Board on a significant increase in overheads for the National Championships due to the impact of Covid on the event logistics and increased supplier costs.
10. Para-Equestrian: With the EHV and Covid restrictions in Europe, riders were not able to travel to Waregem and Deauville. However, additional training and selection trials have been set up to give riders the opportunity to compete at Solihull and Wellington. The Para Winter Championships have been rescheduled for 23 – 25 May at Myerscough College, with the Para Festival of Dressage, incorporating the Gold Semi-final, running as originally planned at Wellington on 9 – 11 June.
11. International Teams: After the cancellation of Keysoe and Windsor, the Board welcomed the positive news that the replacement CDI at Wellington Riding had been approved by the FEI, including MER status for Olympic selection. All international selection policies are currently under review to consider the impact of further Covid related restrictions to competition schedules and revised versions will be published by the end of this month.
12. Judges: The Judge Education Project continues to make good progress and an update was provided on the technical module 4 content, which is now complete to Advanced Medium level. Tutor orientation is due to take place at the end of May with dates available from June onwards. Successful initial pilots and practise judge sessions were carried out in March with members of the working party and the Judges Committee. The new technology employed utilising the Black Horse platform has opened up a range of additional opportunities.
13. Training: Proposal for a new coach CPD strategy was presented to the Board, with approval given to move to the next stage and begin to consult with coaches over the coming months. This is a longer-term project with the aim to provide further support for coach development to professionalise the workforce and achieve consistent standards of delivery across the sport. The Young Horse Forum was delivered digitally over the Easter weekend, with over 400 tickets purchased to date to view online.
14. Youth: Recruitment for the second cohort of Foundation Academy Coaches is due to take place during the summer months. Kelsall Hall, Newbold Verdon and Bury Farm have been booked to host the Academy sessions towards the end of 2021. National Academy dates for the end of July / beginning of August will be announced shortly.
15. BEF: Jim Eyre has been appointed as the new BEF CEO, starting this month, and he has been invited to attend the next BD Board meeting in June.
16. FEI: The countdown to the Olympics and Paralympics is down to the final 100 days. Planning for the Games remains ongoing, whilst taking potential contingencies into consideration. The Board also approved BD's nomination for the vacant position on the FEI Dressage Committee.
17. Date of next meeting: Tuesday 15 June 2021.