



## **Executive Summary**

### **Board of Directors Meeting**

**12 October 2021**

1. Finance: The Reserves Policy proposed by the Finance & Business Development Committee was ratified. Management accounts to 30 June 2021 show a small surplus, but the rest of the year will include the increased operational costs for the National Championships at Somerford, further development for the Judge Education Project, plus the amortisation of IT investment. Therefore, an overall six figure deficit is still likely at year end. Membership subscriptions and horse registrations are at very encouraging levels. Budget work for 2022 has commenced, with outline first draft reviewed.
2. Membership: Current membership stands at 17,134 as of 30 September 2021, up from 17,017 at the end of July. Horse Registrations are at the highest level ever recorded at 16,016. Discussion held and agreement reached on amends to membership pricing policy for 2022.
3. Governance: Members' meeting held at the Area Festival Championships at Arena UK. Those members present raised several sport related questions, with productive and positive dialogue taking place over 90 minutes. A number of vacancies for Technical Committee positions are in the process of being advertised and will be posted on the website imminently.
4. Marketing: National Championship feedback is due to be gathered via a survey to competitors and spectators. A hybrid National Convention is scheduled to take place on 6 & 7 November, with tickets available for in-person attendance as well as online live streaming. Several existing sponsorship agreements are due for renewal at the same time, with those extended due to the pandemic in 2020 now coinciding with this year's renewals.
5. Human Resources: Launch of hybrid working policy has been delayed until January 2022 due to ongoing high levels of Covid cases prevalent across the UK. We have had four new starters in BD so far this year, with recruitment for remaining vacant posts to commence as soon as possible. Wide ranging discussion around staff welfare, reward and recognition, and employee health and wellbeing, with proposals agreed for implementation over the coming months. Interviews for the Financial Controller vacancy are due to take place in the coming weeks.
6. Volunteer Development: Decision taken to hold the Regional Representatives meeting in March 2022, rather than November 2021, due to the potential for restrictions on indoor gatherings to be reintroduced at short notice. Board discussed nominations received for the BD Medal of Honour, and Presidents Commendation, plus additional suggestions to recognise significant contributions to our sport at international level, including the BEF Medal of Honour.
7. IT: Full scope and costing agreed for development of the Training & Education database, as well as the API for non-Horse Monkey users. This work is now underway and will be delivered by the end of Q1 2022.
8. 2021 Operational Plan: Updated version was presented to the Board, including progress ratings across each objective by department.

9. Sport Operations: Overall feedback received on the National Championships has been very positive. Improvements already identified for future events, with additional rider and spectator feedback to be factored in once we receive the results of the survey. The inaugural summer Area Festival Championship at Arena UK went very well, again with some improvements already identified for next year.
10. Rules: Discussion on the maximum number of combinations per class for judges, with agreement that best practice will be to have 44 as the recommendation, but with flexibility granted if the venue and judge(s) are both in agreement. Other 2022 rule amends and wording were agreed. The EI vaccination rule will remain in place, including requirement for six monthly boosters, while clarification will be provided on prohibited surgical procedures.
11. Para-Equestrian: Para Championship tenders for 2022 have been completed and Board signed off the proposals. The process for appointing Selectors and FEI officials were also discussed. Carolyn Gardiner has come to the end of her full term and therefore the vacant Para Selector is currently being advertised.
12. International: Excellent performances recorded at the European Championships, winning team silver and individual bronze. Hartpury is due to host the 2022 Junior and Young Rider European Championships, with the BD nominated representative confirmed for the Organising Committee. International vacancies for Senior & U21 Selectors and U21 Coach Advisors are currently being advertised.
13. Judges: Total of 589 have registered for the new judge education system; 478 judges have completed the non-technical modules, with 188 attending the technical movements workshops. Following discussion, it was agreed that the FEI International judge criteria and nomination process will be reviewed to ensure BD has a consistent approach with the FEI.
14. Training: 40 Technical Trainers now registered to deliver content to our coaches and judges. A further update was provided on the progress of the coach development strategy and details of the proposed coaches package, with a target launch date of Q1 2022. Tickets for in-person attendance at the National Convention are currently selling well, with online only tickets going on sale next week.
15. Youth: Wide ranging discussion on the youth education pathway took place, with agreement that a full review and proposal for future developments to be drafted in the coming months.
16. BEF: World Class performance review currently taking place, with recruitment for a Performance Director underway. BEF and BHS are leading the ongoing lobbying of Government departments around any future COVID restrictions and the potential impact on the use of covered arenas, including limits on numbers and mandatory vaccine passports.
17. FEI: Directors requested to review and provide feedback on the proposed FEI qualification process for 2022; deadline for submission is this week. A full review of championship formats and dressage rules is due to take place in 2022. The Para classification consultation is taking place in November and BD will have representatives present.
18. Date of next meeting: Tuesday 7 December 2021.