

Executive Summary

Board of Directors Meeting

7 December 2021

1. **Finance:** The most recent management accounts are positive, with a surplus currently forecast for the end of 2021, prior to depreciation of IT investment. However, the final reconciled accounts for the National Championships and National Convention, plus additional staffing costs, are yet to be included. The second draft of the 2022 budget was circulated.
2. **Membership:** Current membership stands at 17,342, as of 30 November 2021, up from 17,134 at the end of September. Horse Registrations are now at 16,147. The changes to Membership prices and categories have been communicated via a press release and direct emails to all members. Discussion held on plans for member forums and a full member survey during 2022.
3. **Marketing:** National Championship feedback survey has been circulated. Due to the cancellation of the 2020 Nationals, several sponsorship agreements are due for renewal simultaneously. It was confirmed that Equitex, The Centre Line and Stubben will be joining BD as sponsors, while a partnership deal has also been agreed with Haygain.
4. **Human Resources:** Confirmation that Claire Preston will take up the position of Financial Controller from 10 January 2022. Vacancies currently being advertised include Executive Assistant, Marketing Assistant and Sport Operations Assistant, with the recruitment process continuing in the New Year. Becca Tuttle (Marketing Manager) has commenced her maternity leave. Board approved the performance related bonus payments for staff, as well as salary increases for 2022 based on benchmarking recommendations.
5. **Regional:** Regional Representatives meeting now scheduled for Monday 28 March 2022. Review completed into the Inter-Regionals and Home Internationals team competitions, with no significant changes proposed for 2022 events.
6. **IT:** Development work on the Training & Education database is due to commence. The costs and full scope for work on a results API for other platforms is currently under review.
7. **Operational Plan:** 2021 objectives were reviewed where completed and it was agreed that any outstanding objectives should be carried forward into 2022, where appropriate. The first draft of the 2022 plan was distributed.
8. **Sport Operations:** Summary of 2021 competitions provided, with 2,170 competitions during the year, and 22,135 entries recorded in our Championships. There have been 104,313 individual results recorded during this time. The 2022 Rule Book is about to be signed off and will be published online by mid-December. Winter Qualifications for Regionals to be distributed later this week. Terms of reference for the silver section review group were approved.
9. **Para-Equestrian:** Interview for Para Committee vacancies to be completed next week. Schedule completed for the 2022 Para Championships. Update received from Tracy Ormrod on her first two months as Director.

10. **International Teams:** Appointments for International Selectors across Senior, U21, and Para, plus the two U21 Coach Advisors were proposed and approved. The International Committee terms of reference were also agreed.
11. **Judges:** Total of 622 (up from 589 in October) registered for the new judge education system; 496 judges have completed the non-technical modules (478 in October), with 353 (188 in October) attending the technical movements workshops. Review of the FEI International judge criteria underway, further amends suggested prior to sign-off by year end.
12. **Training:** National Convention held on 6 - 7 November with a total of 1,063 tickets sold (520 in person and 543 online, as of 18 November). Update provided on the coach development strategy, with further information and discussion to take place at the next Board meeting.
13. **Youth:** Update provided on the work completed as part of the youth professional development pathways review. Proposal to be presented to the February meeting for a launch in spring.
14. **BEF:** Recruitment for a Performance Director is ongoing and will be concluded in the New Year. Representation around Brexit and its impact on the industry remains a high priority for the BEF, with additional concerns raised around domestic CDIs and international competition.
15. **FEI:** Summary of the main points arising from the FEI General Assembly was provided. This included confirmation of the Olympic and Paralympic event format for Paris in 2024. Congratulations offered to Peter Storr on his election to the FEI Dressage committee.
16. Date of next meeting: Thursday 17 February 2022.