

## Executive Summary

### Board of Directors Meeting

17 February 2022

1. Finance: The most recent management accounts for 2021 look positive, with a six-figure surplus currently forecast. Year-end accounts are in preparation for the annual audit, which commences on 21 March. The 2022 budget is being reviewed again with departmental managers before final sign-off. The deployment of BD reserves will be a key discussion topic at the June Board meeting to target investment back into the sport.
2. Membership: Current membership stands at 17,950 as of 31 January 2022, up from 17,342 at the end of November. Horse Registrations are now at 16,234. This is the highest membership figure BD has ever recorded and is hugely positive news after the impact of the pandemic. Planning for the member focus groups and a full member survey continues.
3. Marketing: Tickets are now on sale for the Principles of Judging Seminar, with promotional activity underway via social media, BD website, and the BD magazine. Winter Regional sponsor activation is almost complete. Upcoming focus will shift to the National sponsors with Premier Leagues starting in March; two new sponsors have joined in this category.
4. Human Resources: There are a number of vacancies currently advertised, partly to replace staff in existing positions, but also recruit for new posts to meet increased member demand. Offers have been made to new members of the Membership, Sport Operations and Marketing teams, with start dates expected during March / April. The Development Officer post in Scotland is going to round two interviews on 1 March, which is also the closing date for the Communications / Media Officer position.
5. Governance: Timeline confirmed for the recruitment of Board Directors. The roles of Chair, Judges Director and International Director will be open from the end of February, with the deadline for nominations on 3 May 2022. Details will be published online and in the BD magazine as normal.
6. IT: Training & Education development work is underway with the coaches' element due for completion by the end of March. Updated quote and scope received for results and schedules API; work will commence following completion of Training & Education database.
7. 2022 Operational Plan: Version 3 of the plan was distributed and signed-off.
8. Sport Operations: Discussion held on equine welfare linked to rider and horse ratio. This has been raised in previous meetings and, in the absence of specific guidance, BD will look to work with external experts in order to produce further guidelines and education around this subject ahead of 2023. Updates from the Associated Championships review, Silver Section working group, and the Fixtures and Venues working group were also received, with work remaining ongoing.
9. Para-Equestrian: Meeting is due to take place to review the CPEDI selection policy. Any changes made will be communicated directly to those riders affected to provide clarification.

10. International Teams: Confirmation of an ongoing review of domestic CDI events in order to ensure sufficient opportunities are provided for riders campaigning internationally. Dressage is not being included in the programme for Windsor in 2022, but there is now an additional full CDI in the calendar at Wellington in June.
11. Judges: Total of 642 (up from 622 in December) registered for the new judge education system. All assessments on the previous system have been completed as of the end of January, with FEI candidates sitting exams at Bury Farm and Keysoe High Profile shows in late 2021. Review of the FEI International judge criteria completed; two candidates have been identified and will now be put forward to the panel for review.
12. Training: The coach development package was presented to the Board and approval given to launch the scheme by the end of March. Plans for the 2022 National Convention were provided, including proposed changes to this year's delivery, with a full review taking place in advance of 2023 to further enhance and modernise the event. Development of the steward's programme is progressing well, with a launch planned during April.
13. Youth: Update provided on the youth professional development pathways, with tenders due to close on 18 February from apprenticeship providers.
14. BEF: Recruitment for a new Performance Director is in the final stages, with an announcement expected imminently. The structure of the World Class Performance Management Group under discussion to ensure balanced representation, including the required level of technical expertise.
15. FEI: Feedback has been submitted through the BEF as part of the Olympic / Paralympic format review. Dressage rules review is open for comment for a further 10 days; CEO and Sport Operations Manager will collate stakeholder feedback to be submitted ahead of 1 March deadline.
16. Date of next meeting: Thursday 28 April 2022.