

Executive Summary

BD Board of Directors Meeting

11 and 12 October 2022

1. **Governance:** The Board welcomed Jill Day as the new BD Chair. As detailed in the updated Articles of Association, which were approved at the AGM, the Board moved to appoint a Deputy Chair, with Caroline Godfrey nominated and unanimously approved. Recruitment for an Extra Director with expertise in the HR and / or Legal sector is ongoing. The Board also initiated discussions about future appointments, in line with UK Sport Code of Governance.
2. **Finance:** Forecasts showing a six-figure year-end surplus, although expenditure continues to be monitored closely with rising costs, along with the addition of the deficit from the National Championships, which was not reflected in these figures. The overall reserves position remains strong but invested funds have seen a small capital decrease due to the current market volatility. Conversely, cash reserves are being invested to take advantage of rising interest rates. The first draft budget for 2023 was presented, with a further review by the CEO and Finance Director required ahead of final sign-off at the December meeting.
3. **Membership:** As of 30 September 2022, membership stands at 18,157, with Horse Registrations at 16,701. These figures have stayed relatively stable over the last four months, which is encouraging as the cost-of-living crisis has not yet had a significant impact on membership numbers. However, participation numbers have dropped by c. 11% over the course of the summer on a per-member basis, so this will continue to be monitored closely. The membership survey is currently being drafted and is expected to be circulated in the next few weeks, with a focus on competitor and member experience.
4. **Marketing:** final National Championship ticket sales matched 2021, with over 5,000 people in attendance over the course of the event, including competitors. Becca Tuttle has returned from maternity leave and will be focusing on promoting the National Convention in the coming weeks, as well as conducting commercial reviews.
5. **Human Resources:** Faye Bamford (Training & Education Administrator) and Clare Stockley (Professional Programmes Officer) have joined the Training & Education team. Recruitment continues for the vacant position of Finance Supervisor. The CEO confirmed that this would take BD to 41 employees in total. The Board also agreed to bring the annual salary review forward by three months to 1 October 2022, in response to the current cost-of-living crisis.
6. **IT:** Development work on the Training & Education project is complete, with the youth element launching in the next week. Focus now moves to the development of an application programming interface between BD Online and other online entry / results providers.
7. **Regional:** The Senior Home International took place at Bicton Arena in September, successfully bringing the 2022 regional team competitions to a close.
8. **Sport Operations:** A review of the summer season was discussed. A total of 2,314 competitions took place from 1 January to 30 September, with 109,718 competitors. Tenders for the Quest series have been received and will be reviewed in the coming weeks. The final wording for 2023 rule changes was agreed. Discussions on the 2023 CDI calendar also took place, with further consultation due to take place with the venues involved.

9. Para-Equestrian: New Bronze tests are due to be presented to the Test Committee for potential launch in January 2023. The Para Summer Championships at Hartpury were well received, with 66 entries across the Bronze and Silver sections.
10. International Teams: Recruitment is underway for U21 and Para Selector vacancies. With Jill Day now elected as BD Chairman, there will also be a vacancy for Senior Selector, and this will be advertised by the end of October.
11. Judges: We have now reached 786 registrations for the new judge education system. Dates for the 2023 judge education programme will be launched later this month – this will include upgrade training, as well as CPD and additional learning opportunities. The first judge assessments under the new system commenced on the 4 October, with almost 150 judges coming forward for assessment across the levels this autumn.
12. Stewards: Almost 50 potential new or upgrading stewards have attended the training days. The offer of reduced priced training has been well received by venues and will continue into 2023. Three further tutor stewards will attend the standardisation training in October.
13. Training: 205 coaches have now signed up to one of the coach packages, with further expressions of interest received. An update was provided on the National Convention, with additional content being added. A presentation on coach CPD activity was given to the Board and approval was provided to progress this project further.
14. Youth: To date there are 623 unique learners registered on the Horse Care programme. Assessor standardisation videos are now signed off and the training is complete. 2022 Foundation Academies begin in October, with 54 athletes selected across three Academies to be held at Quob Stables, Kelsall Hill and Newbold Verdon. British Dressage Apprenticeships launched earlier in August, with expressions of interest from 22 potential employees and four potential employers to date.
15. BEF: Updates were provided to the Board from recent BEF meetings, including the BEF Council and Participation Development Group. It was confirmed that annual subscription fees for member bodies would be increasing by 5% for 2023.
16. FEI: The 2022 General Assembly is scheduled to start on the 10 November in Johannesburg, South Africa. This is again in hybrid format, with the BD CEO participating remotely.
17. Day two of the Board meeting saw wider strategic discussions covering a broad range of subjects including:
 - Social licence and ethical framework for horse sport – presentation and discussion led by Roly Owers, CEO of World Horse Welfare.
 - BD draft sustainability strategy and action plan.
 - Designated funds and the use of BD reserves.
18. Date of next meeting: Wednesday 7 December via Zoom.