

Executive Summary

Board of Directors Meeting

7 December 2022

1. Finance: The 2022 accounts are currently showing a healthy year-end surplus, although expenditure continues to be monitored closely with rising costs. The overall financial reserves position remains strong, but our invested funds have seen a small decrease due to the current market volatility. The 2023 budget is in draft format and will be signed off by the Board in early February. Board approved the initial list of projects that will benefit from the reinvestment of reserves into Designated Funds, with further project details to be scoped.
2. Membership: As of 30 November 2022, membership stands at 18,289, with Horse Registrations at 16,854. The figures have remained consistently high over the last five months, which is encouraging in the context of the cost-of-living crisis, although participation numbers on a per head basis have dropped by c.11%, so this will continue to be monitored closely. The Members' Competitor Survey was circulated on 16 November and will close at midnight on 14 December. The number of completed surveys submitted to date has been very positive, with reminders scheduled to remind members ahead of the deadline.
3. Marketing: National Convention ticket sales were down on expectations, with the cost-of-living crisis having an impact; however, the event still returned a small profit, with good attendance over the two days. There has been significant interest in the on-demand coverage, with ticket sales due to launch shortly. Over 550 people have already signed up for pre-registration.
4. Human Resources: Gemma Smith (Finance Supervisor) and Bev Holton-Reeve (Finance Administrator) have joined the team during the last month. Recruitment is ongoing for the vacant position of Marketing and Sponsorship Co-Ordinator.
5. Governance: Recruitment for a Board Director with expertise in the HR and / or legal expertise has concluded. The Board unanimously approved the recommended appointment put forward by the Nominations Committee, and this will be announced shortly. The initial four-year term for the new INED position will commence on 1 January 2023.
6. IT: BD Online is now due a system and security update, with this development work scheduled for the next two months. Work on the Para qualification functionality and 2023 rule changes are close to completion and will go live on the system prior to the start of the new season.
7. Sport Operations: The recent Associated Championships were the largest championship that BD hosted in 2022, with an 82% increase in entries from the previous year. A new venue and date for the Middle Tour Championships has been announced, along with the changes for Quest, which have been received positively. The major dates list for 2023 has been published on the BD website, with all domestic international fixtures now also approved by the FEI.
8. Rule Changes: The rule change synopsis and new members' handbook for 2023 went live online on 7 December 2023, with physical copies of the handbook for officials due to be delivered prior to Christmas (postal strikes permitting).

9. Para-Equestrian: New Bronze tests have been published and will come into effect from January 2023. Recruitment of a new Para Selector has been completed and the appointment will be announced prior to Christmas.
10. International Teams: U21 and Senior Selectors have also been recruited and will be confirmed prior to Christmas. Selection policies will also be published before year end.
11. Judges: Judge exam pass rates have increased since the introduction of the new Judge Education System, and the overall pass rate is now 70%. Work continues on the development of additional training and resources to complement the education system, including welfare modules, which will be rolled out in the New Year.
12. Coaches: There are currently 218 coaches on professional packages, which is above target for the first eight months of the project. Further promotional activity will be targeted at those who have January renewal dates.
13. Training: We have received positive feedback both during and following the National Convention. This will help to inform the programme and structure of the 2023 convention.
14. Youth: To date there are 634 unique learners registered on the Horse Care programme and assessor standardisation training has now been completed. The BD Horse Care learning zone is now live on the website for members to access training materials. The Youth Academies are nearing completion, with 54 athletes having attended across the three academies. Our apprenticeship scheme launched earlier in August, with various pathways for those in equestrian employment to complete work-based qualifications.
15. BEF: The BEF Council Meeting took place on 1 December with representation from BD. Updates were provided on the status of ongoing projects, including equality, diversity & inclusion, equine welfare, safeguarding and sustainability.
16. FEI: The General Assembly took place in November in South Africa, with the BD CEO participating remotely. An update was provided on the work of the Equine Ethics and Wellbeing Committee.
17. Medal of Honour: Lynn Lawford and Chris Porterfield were announced as the 2023 recipients at the National Convention. President's Commendations will be awarded at the Regional Representatives meeting in March.
18. Date of next meeting: Thursday 9 February via Zoom.