

**LFR Regular Committee Meeting
Monday 11th February 2019**

Co-Presidents: Kirsty Fitzgerald (KF) and Jamie Keenan (JK)
Club Secretary: Christos Bitzis-Politis (CBP)
Club Treasurer: Warren Swart (WS)
Membership Secretary: Simon Mac (SM)
Races Secretaries: Julia Robinson (JR) and Alex Rendall (AR)
Publicity & Communications Officers: Mary Cormack (MC) and Andrew Corti (AC)
Social Secretaries: Daniel Brittle (DB) and Waldo Miguez (WM)
Coaching Team Coordinator: Adrian Mark (AM)

Agenda Items

Financial Update and discussion over 2019/2020 Club Budget(CT)

Races Update (RS)
Club Championships Survey (AR)

Publicity Update (P&C O)

1. Feedback from Out for Sport disability inclusion session
2. Feedback on the Out For Sport AGM
3. Feedback relative to the GBR
4. LB Newham QEOP 10k proposal (AC)

Social Calendar update (SS)

Membership Update (MS)

Club Secretary (CBP)

1. AGM
2. Rome 2019 Gay Games

Co-Presidents
Tel-Aviv Games (KF)

AOB

Chair: JK
Apologies: WM, AM
Minutes: CBP

Races Secretaries Update

JR, AR, TC and DA have assembled and assessed the results from the Club Championships Survey and they came up with certain suggestions, which they wish to share with the Committee as follows:

One of the suggestions that came out from a number of responses is that we would like to increase the number of awards given each year, these will be awards suggested specifically for the Club Championships, they will be single awards given to one person, extending to three new categories: one for the most improved runner during the past Club Year, the second awarding the greatest participation and the third would be awarded to the best newcomer. The Most Improved Award, although very self-explanatory, will be based on the LFR Championships points as accrued from the previous Club Year, compared to the points accrued from the current one. The races which will be taken into consideration and which would be used for the comparison will be just the LFR core races. This award could be an excellent incentive as to encourage members to continue their running efforts, to participate at the Club Championships for more than one year and of course to try and improve. The Greatest Participation Award is going to be decided on a qualitative basis, taken into consideration attendance at most LFR events, athletic and social, though attendance will not be the only parameter to consider, as volunteering, helping out at Club events, embodying the spirit of the Club, baking at Cross Country, etc. The final award will be the Best Newcomer Award, which is again a bit self-explanatory, where the exact same criteria to define eligible newcomers as the main committee does for the LFR Newcomer of the Year award, though in reference to the Club Championships.

Remaining on the same topic, the introduction of new male and female veteran awards has also been suggested, as to celebrate the achievement of more members, and not just the ones who belong in the V40+ category, but to celebrate achievements at all levels. The Club has a number of V50+ which are extremely active, participating to a number of core races. There have also been suggested some more humorous Club awards. Considering that there are a number of awards which are given out during the Club AGM, it would only come as a natural suggestion to organise an additional awards-night, a Club Championships Social, at the end of the Club's Champs, during which these awards could be given out.

Discussion on the above suggestions.

Membership needs to know with great precision everything relative to these suggested new awards, as in what is the rationale behind them, how will we be counting points and whom are they are ultimately going to, before moving forward, in order to avoid any misunderstandings.

CBP

If the above suggestions were to be followed, there will be a slight financial impact on the Club finances, as we would have to provide potentially for the acquisition of three trophies, which they usually come at the price of £75 each, plus the additional expense of three medals per year, which is though minimal, at

£5 per medal. On the other hand, there are still a number of other awards which will continue to be given out during the AGM (FROTY and NOTY, Parkrunner of the Year, Male and Female Cross Country etc.) which will keep the celebratory atmosphere we would like to maintain during the AGM, and on the other hand alleviating it's duration, by removing a number of awards, which could result in what only be considered as something extremely positive, as we are anyway and proactively trying to shorten the AGM duration, based also on feedback we have been receiving from members, during these past three years. Although sharing a number of common points, the two occasions -AGM and Club Championships awards event will be completely different as they are both aiming at very different final results. Overall, I would consider these suggestions as extremely positive, as they will offer us the possibility to celebrate further our members' achievements, improvement, let alone the fact that they would also encourage membership to embrace the Club Championships even more.

Further subjects which clearly surfaced from the Club Championships assessment is the need to become much clearer in emphasising the link between the Club championships and the allocation of the four Club marathon places. And also to make members aware that it is not just participation at the Club's core races, as volunteering has a significant role in the choice of those who will be representing the Club at London Marathon.

Another subject which came forward was the suggestion to remove the so-called Cross-Country Bonus Points. The Cross Country Bonus Points were introduced as an incentive, when Club participation at Cross Country was relatively low. In the past three years we have experienced a very healthy attendance, the number of participants at the Met League and the SEAA Cross Country races has though significantly increased, in many cases being more than double from what it used to be. In consequence, LFR Races Secretaries feel that the extra points are no longer necessary. We are still planning on keeping the Cross Country races as core races, so that participation points would still be awarded, but we are considering in making them equal to all other points, and bring them in line with the other core races.

There is also the necessity to update the Club Championship results page on the LFR website with greater regularity. GDPR could be an issue in such a case but it could be possible to send out a link to a password-protected page on the website by making the password known through the weekly e-bulletin, that goes only to members and only members have access to this, as to ensure that only members would have access to this page. The current Committee, considering this as an important issues which needs to be discussed further, is happy to put it in the Agenda, as to be discussed by the next Club Committee, elected for the new Club Year.

WS suggests to have the above set-up on Web Collect, which would facilitate the procedure by having all the events under one data base, so that it is all concentrated together in the same place.

Further discussions on GDPR, as from a GDPR point of view, and regardless of all the above, one would still need to obtain the expressly written permission from each member individually.

In regards to GDPR, there are a number of issues which need to be investigated further, before we go through all other relevant issues. The members need to know with precision and clarity whom are we sharing the members data with, which is actually no one, as the Club don't actually share member's data with anyone, and members also need to know with clarity for which purpose is their data going to be used for, which within Club limits is only for precise Club purposes.

Lastly there is also the proposal to award volunteers an average scoring, when during Cross Country races the Club is asked to co-host and thus provide a number of volunteers as marshals for that race. These volunteers will not be running but they will be anyway awarded the points which they would have been given on that event, had they been running it instead of volunteering, so that they don't miss out on Club Championships points if they choose to volunteer instead of running. Which could also work very well with members going also through a period of injury. We have had the Alexandra Palace Cross Country as the latest example of the above situation, when LFR was asked to co-host the event. Another subject also to take into consideration, based on the Ally Pally Cross country is that LFR had enough people to volunteer, so the actual event went really well, and we should also consider the possibility of involving more Club members to the Cross Country events, by having these points offered to the Cross Country volunteers.

The above are simply suggestions which are brought to the Committee's attention for the time being, they will be requiring some further discussions, and some voting as to ultimately decide, but for the time being, the present Committee has received them with warm and encouraging comments. They will be included into the Agenda for the next Club Year's Committee and they will be accordingly considered to be in place for the next Club Year, as it is currently too late to put them forward.

The Club Championships 2019/2020 first LFR race will start in May 2019, with the GBR, so this will be the point from where points will start to be counted and accrued.

Action to be taken

Race Secretaries are kindly requested to please create a document to present for discussion at the next LFR Club Committee, in association with has been discussed above, underlining all the points which need to be acted and presenting it in a bullet point form.

The Club Championships rounds up around the end of February, with the end of the Cross Country season, which could be a good time to organise and set up the Club Championships event, in the period between the LFR Christmas party and the LFR AGM, which habitually takes place on the two last weeks of March.

JR

The Ragnar Relay has had six responses until now and we are currently not entirely sure whether we will manage to get the ten persons necessary as to create a team, which would be a shame, as we are being offered a free registration to an event where the registration costs about £1000. What we could do, as to promote the event further would be to flag it up on the e-bulletin and change the wording making membership aware that there are just four places available left. The LFR RS will not be the ones organising the LFR team, as they will introduce interested persons to each other and they will be kindly requested to start coordinating the event on their own

In regards to the AGM and most importantly to the Club Championships, membership need to proactively send over their non -club result races which also need to be calculated, in addition to the Championship scores of each participant

In regards to the GBR, we do currently have the exact number of women necessary for an all- women team though we should try to get a couple of extras women, as and based on experience from previous years, to avoid ultimately having some female members running double run on the day, with doing two legs instead of one per day, substituting for members who got injured and/or did not turn up on the day.

Discussions on GBR and what types of teams LFR could potentially have, based on the chances of creating a fastest men's team and still be able to win the veteran's trophy, or to go with mixed teams .

In regards to the GBR, the Committee needs to confirm the Club subsidy for this year

Financial Report (CT)

The 1st of March is the end of Financial Year for this Club Year and Committee will be called to finalise the financial direction of the forthcoming year this evening, our project will be to establish where do we see the Club for the next year, and how may we improve our finances through a number of important but useful reductions.

Membership fees will possibly go up on the next year, until the end of March there will hopefully be some new people who will want to become members, which could improve our finances.

There have been 93 LFR vests been sold this past last Club Year, though overall the kit sale has gone down due to the fact that we will not be doing a whole triathlon suit again. In regards to the current Club vest, we could probably increase it by at least one pound or two, as to cover the postal expenses.

The LFR Race income primarily depends on the GBR.

The Social income will remain pretty much the same for the next Club year, as to be able to project and in case we maintain the same price per ticket for the Christmas party.

To the expenses added for this year there have been the additional Saturday SEAA Cross Country expenses for the Kentish Town Leisure Centre, twice; we are considering that the existing rates will be kept in the same level for all venues, beside Porchester and Seymour, which we believe that there will be a slight increase.

There has been also the expense of a few pounds per year for the Triathlon Group new email address

Discussion on the request by the International Frontrunners for the payment of an annual fee. In relation to the discussions, the request of voting has arisen to which and in consequence, the Club Committee votes for the payment of the annual fee towards the International Frontrunners.

The way the AGM has been organised for 2019 will have ultimately managed to save the Club around £700 for this year

Among the subject to take into consideration is the depreciation on the Cross Country gazebo tent, which has been used and proved its usefulness during this past season, whereas the Pride Run 10K donation will be calculated as remaining the same at £ 600

One other issue which need to be taken into consideration is the increase from £100 to £150 for the EA Club membership this year; in regards to coaching expenses through the EA Coaching Sessions, there hasn't been budgeted anything for this Club Year, as there usually is a short gap between one batch of new Club coaches and the rest, and based on interest and requests from membership we will be able to send a number of members to be trained in the following Club Year.

There has been an inflationary increase of 80 p on the membership, as we are currently very lean and we are not spending absolutely anything which is not used, thus and based on all the above we may have the possibility of breaking even.

Discussions on the current membership fees and on the possibility of a slight increase in the future, considering also the possibility of a slight increase on the club kit and to what extend will this increase will be taken forward, and on whether we would be requesting the increase of either by £1 or £2 for postage expenses.

Something which is of paramount importance relative to the Club's reserve and which needs to be brought to membership's attention, as members have very often been asking why isn't the Club's reserve been used for this or for that purpose is the following: The reserve has been accumulated over a period of 25 years and it shouldn't be used to pay for the day to day Club expenses, the Club through its membership fees should be able to cover its day to day expenses throughout the year on its own, without having to resource into the reserves. Furthermore it needs to be clearly explained that the reserve has not been sitting passively into the LFR account, but it has been actively used over the past years and that in consequence it is been used every single year. When the International Trip Committee is requested to advance a certain substantial deposit for the IT hotel

accommodation, the Club has always offered to advance and cover the sum with funds taken from the Club reserve, which amount is of course then paid by the members into the IT Committee and in consequence returned to the LFR reserve. The exact same procedure applies, when the Club is requested to advance an amount of money as deposit for the hotel accommodation during the GBR weekend. So the Club reserve has been actively been used over the years and every year, we cannot have it been spend to cover everyday Club needs. It is also in place to cover unforeseen expenses, like the LFR vest postage expenses, which were accumulated over the period of the last two years and towards which the Club was requested to reimburse in one go, adding also that it has been a substantial amount. Having not had the reserve been in place, the Club wouldn't have been able to repay this in one go.

It also needs to be brought to membership's attention that the Club has swallowed/absorbed the almost annual EA increases for an good number of years, not wishing to pass them on to membership, and although there is a deficit of £1400 for this Club Year, and although we still have a robust reserve; nevertheless we still have a number of creeping costs which are unaccounted every single year and this cannot of course go on for ever.

Also it needs to be told that eventually we may be forced to increase membership as the venue expenses have dramatically increased, we now have two new venues on two different days, whereas the Thursdays and Saturdays at St. Mary's were operating on a historic rate.

Discussions on how much does the Club need to increase the annual membership fee in order to be able to break even and discussions on how much are we considering of increasing the postal expenses for the LFR vest, for the same purpose. After a number of suggestions, the Committee is requested to vote on the above, in addition to whether we are considering to maintain what has been suggested during previous Committee meetings in regards to the £9 Club subsidy for the GBR.

Wishing to break even at the end of this financial Club Year, the Committee votes and thus decides to completely scrap the subsidy of £9 pounds for the GBR, to add the postal expenses of £2 in the price of the LFR vest and to increase the Club membership by £1.

Membership Update

Membership stats as of last week hit the same numbers as last year, in the same period. The Club has currently 540 members and is thus 97% of the way to hit the 554 members that we had last year. We still have about two months of the Club Year to go and we still need 14 new or returning members to match our membership numbers of last year. Considering just the influx of new members only, we have had an average of 12 new members per month over the past 11 months. Based on the average number of new members per month, we can expect to reach 557 members by the end of Club Year 2018-19, which in consequence means that we will end up 100% of the total members of the last club year.

Discussion on the LFR tokens and the plans of The Castle in changing their lockers sometime in the very near future, into locking with a lock pad. Discussion on the introduction letter which reach members upon their registration with LFR, and bearing in mind the Membership budget, the proposal to increase by 30 p per person on top of this year's budget, and to have a calculated expense of 86 p per letter to of our members, which will contain their member's ID.

AC

Feedback from Out for Sport disability inclusion session and feedback on the Out For Sport AGM. Currently Out To Swim is the second largest LGBT+ athletic club in Europe with 450 members and they have now officially registered as charity. The pros and contras of becoming a registered charity have been very briefly discussed though never officially presented as an item for the Agenda and it would probably be beneficial to include the topic in the Agenda for the next Club Year's Club Committee, in relation to whether LFR should ever consider the possibility. The Out For Sports LGBT+ Sports Fair will take place this year closer to Easter and will be probably in the same venue as last year at Southwark.

The Newham 10k race proposal will be brought forward into the following RCM as to be discussed in depth. Discussions on the Glasgow 2023 Gay Games. There is also the event to nominate one's own LGBT+ club as to receive the award among all LGBT+ athletic clubs.

Club Secretary

A number of affairs relative to the LFR AGM will be send out promptly to all Committee members. There will be promptly created two separate documents which will go out, one exclusively for membership, and one just for Committee members in regards to the evening of the AGM, what would each Committee role have to do, which awards are to be given by whom and the allocation of time, for the annual report of each role.

Discussions relative to the subject of the Rome 2019 Gay Games and the request from members of a formal statement of endorsement from the present Committee and the official sanction of a sub-committee, as to facilitate LFR participation to the Rome Games.

The fact that an item has appeared on what is the Club's official communication's platform, the e-bulletin, means that the subject is actually officially endorsed by the Club, nevertheless if there is a specific request for the above, the subject will be reiterated through the e-bulletin, requesting this time the assistance of membership to come forward and undertake some aspects of the project on behalf of Club membership, which could facilitate the Club's presence during the 2019 Rome games.

AOB

Tel Aviv Games

Discussion based on an email received and relative to the appearance of a blurb on the LFR e-bulletin in regards to the Tel Aviv Games. After the discussion the LFR Committee comes to the decision not to make any further mention of the Tel Aviv games, on neither the e-bulletin nor the LFR FB page.

Action to be taken

CBP is to send out a Doodle poll for the end of Club Year Committee dinner

9.40 pm