

**LFR**  
**Regular Committee Meeting**  
**Tuesday 14th January 2020**

Co-Presidents: Kirsty Fitz-Poole (KFP) and Jamie Keenan (JK)  
Club Secretary: Christos Bitzis-Politis (CBP)  
Club Treasurer: Alex Darsley (AD)  
Membership Secretary: Simon Mac (SM)  
Races Secretaries: Erika Kulikova (EK) and Alex Rendall (AR)  
Publicity & Communications Officers: Joey Knock (JKk) and Andrew Corti (AC)  
Social Secretaries: Brittany Bernard (BB) and Daniel Brittle (DB)  
Coaching Team Coordinator: Rob Daly (RD)

**Agenda Items**

Financial Updates (T)  
Races Secretaries Update (RS)

Publicity Officers Update (P&C O)  
Diversity Calendar Presentation (JKk)  
FB Guidelines (AC)

Social Calendar update (SS)  
Membership Secretary Update (MS)

Club Secretary  
Various Updates

Co-Presidents

- Internationals trip update
- Complaint on Wednesday coaching
- Bobble hat update
- Peer support, reflection
- Plans for committee roles going forward

AOB

Chair: KFP

Apologies: AD, JK, BB, RD,

Minutes: CBP

### **Financial Updates (CT)**

There has been a meeting between the CT, the CS and MH, in their capacity of Chair of the IT committee, to discuss a proposal by the CS. MH has presented the proposal for discussion to the rest of the IT committee. The IT committee had their own committee meeting last week and discussed the matter raised by the LFR CT. The general view was that the majority of the IT committee members were not in favour of the proposal, as they were concerned that such a suggestion would increase the price of the trip and that membership might start making enquiries or challenging the suggestion of making through the IT payments a donation to the Club. It has been however suggested by the IT committee members that there could be a reconsideration of the IT reserves. Whilst some reserves are essential for payments and such, there is the probability that the available reserve wouldn't be used completely in the next Club Year, so is there the possibility that a small part of the IT reserves could be released from the IT reserves into the LFR reserves.

Number of email addresses to be cancelled and when.

This subject has been replied by JK in an email, with some additional suggestions. It will be brought forward again at the next RCM.

**Action to be taken:** KFP is kindly requested to please email CBP with the suggestions offered by JK, in regards to the above subject, and for the latter to communicate these to the CT.

To the question of whether it is necessary to pay for MailChimp access going forward, the answer is negative.

CBP: Coming to the AGM, the dates which have been selected as the most convenient are the following: Thursday the 19th and Friday the 20th of March. These both days will leave about a week's time for present Committee members to bring to conclusion any incomplete aspects of their roles and also to have an efficient hand-over to the following Club Committee.

There have been certain negotiations in regards to the venue, and LFR are hoping, given the present financial circumstances, to be able to obtain the venue free of charge, or at a nominal price. The venue will be again the

Havas building at King's Cross, as we have had enthusiastic feedback on both the building and the facilities. The fact that the Club Championships event will be taking place in February and previous to the AGM is beneficial to the timetable of the AGM, and we are confident that the AGM will be even shorter this year than last year. Of course this mainly depends on whether the voting for Committee roles will be straightforward or whether roles will be contested and will require to make a decision through voting. At the beginning of the AGM membership should be asked to please be seated and occupy also the front rows of the auditorium, without leaving any empty rows in between and without having the majority of membership concentrating on the upper rows, as this does create a slight sense of overwhelming pressure to the speakers on stage. This could also be easily resolved by the use of wireless roaming microphones, which the speakers may use from their own seats, without having to come on stage. The whole idea is to make the AGM as approachable and as accessible and friendly as possible. Membership will be encouraged to bring their own bottles of water, though alcohol is strictly forbidden on the premises, along with any consumption of food during the AGM and the presence of LFR in the building. Membership will have to be kindly reminded to be extremely respectful to the venue hosting the AGM and to pick up any type of garbage after them.

As the most convenient date for the next RCM, the Committee agrees on Tuesday the 11th February.

### **Races Update (RS)**

This is a relatively quiet period for Races and the only things which they may report are rather few. They RS have been liaising with TC for updates in regards to the Club Championships.

The Club Championships deadline is at the end of February and the RS will be encouraging membership further to send their various races results on time, which they have already started looking into the next Club Year's racing calendar. There will be created a provisional Club Year 2020/21 racing calendar, which they will be sharing with the Committee for discussion and approval.

Discussion about the Club Championships event.

**Action to be taken:** CBP is kindly requested to send an email relative to the three new trophies purchased, requesting of Committee members to come back with suggestions as to the respective inscriptions, as soon as possible.

### **Publicity Update (P&C O)**

After the festive hiatus and the technical problems we have had, the E-bulletin is out again, and there has been a cheeky “bonus” one, with all the race results from the previous period.

#### FB Guidelines Suggestions (AC)

PD has drafted a document relative to the Club policies.

Membership may not be aware of the fact that all LFR policies which are in place have been created in consultation and based on feedback received by members and are updated when this is deemed as necessary based on feedback received by Club members; they have not been whimsically and arbitrarily created by previous Committees on random choices but are the lengthy and sensible results of discussions and previous consultations with LFR members, they are documents created by membership for the benefit of membership, with the idea of being as encompassing and relevant as possible.

Committee has a discussion in regards to the policy document which has been created by PD and mainly on the suggestion presented through the above of four (4) FB posts per month to be relevant to general well-being. There follows a discussion of what one could possibly consider as relevant to well-being, and who of the FB administrators has the authority to become the arbiter of why should one posting be more relevant and thus in consequence made public, when compared to another, as all FB administrators will be facing the lengthy procedure of having to read meticulously through an article and then come to a decision, which ultimately might not be generally acceptable nor appropriate.

Both the above subjects are being presented for voting; the LFR Committee unanimously votes against both.

Committee members have a very consistent viewpoint on this subject and reiterate the exact and rigorous necessity to have on the members FB page postings which are in strict and direct relevance to LFR logistic issues and coordinating activities and to all aspects relevant to running. The Club has already in place a number of supportive elements for membership such as the Welfare Officers and the LFR Constitution, and a number of policies, we have had the Mental Health Runs, etc., the FB is a Club platform which should be used for Club events, race management and relevant announcements, where members may share photos from running events and such.

**Action to be taken:** AC is kindly requested to please draft a relevant answer to what has been suggested by PD and MD and to share this with the Committee, which will be requested to provide some further comments and feedback

#### Diversity Calendar Presentation (JKk)

LFR has been already doing a number of activities and following a number of events in regards to a great number of LGBT+ issues, what currently needs to be done is to simply formalise all the activities we are already doing as Club and then add them to

the Diversity Calendar. For example, June being the Pride Month, LFR is always participating at the Pride March, for HIV-Aids Day LFR is every year participating at the Red Run, for LGBT+ History Month we are every year organising a number of events, so all the above events simply need to be formally included into the Diversity Calendar. In addition to relevant announcements on the e-bulletin, we could make the CL on the week when these events are taking place aware of them, so that they mention these events at the Circles. These notifications will be delivered at the Circle in the form of simple remarks and thus will not take lots of time, as membership has always been complaining that Circles are generally lasting too long.

In conjunction and agreement with the subject which was previously discussed, of having four articles on general well-being per month accepted on FB, there is the proposal of making the LFR Diversity Calendar even more inclusive and informative, by adding on specific dates a link to relevant articles on important LGBT+ subjects, which will be interesting and to the benefit of the whole LFR community.

LFR Committee is very enthusiastic in showing support to a smaller Pride, as it was done last year, when there was an LFR delegation participating at the Southend-at-Sea pride, and considering it a great initiative to continue, it has been decided and approved to support in 2020 the Reading Pride, which will take place on the 5th of September.

### **Social Calendar update (SS)**

There is a social event organised for the end of Dry January, as this event is taking place on the 24th of January, which is not exactly the end of January, the event is typically LFR as it is organised for the “almost” end of Dry January.

For LGBT+ History Month there have been suggested a number of events and membership has shown to be interested in two specific ones: an LGBT guided tour of the Houses of Parliament, which is on Friday the 7th of February, and it is ticketed. The second event will be taking place at the Royal Maritime Museum on Greenwich and it is entitled Out At Sea, on Saturday the 22nd of February and this one will be entirely free, also in connection to the twenty years since the decriminalisation of LGBT+ persons in the military services.

The date and venue for the Club Championships Social has not been decided yet but the SS will be liaising with the RS and they will be updating everyone very soon.

### **Membership Update (MS)**

There has been a burst of members for January, after the festive season, and we are up to 516 members, of which 465 identify as males and 51 as female.

## **Club Secretary**

Vitality Half update.

LFR has been given 231 Community places in all, which have to be allocated by the 10th of February 2020. Until now 226 have already been taken, 31 of them by women, and there are five more Community places available. We are confident that we will be able to allocate these last five in the meantime.

LFR needs to take advantage of this opportunity to our benefit, we need to take photographs which could then be used for publicity purposes, and for a good number of years. There should definitely be a group photo to commemorate the event, and we could ask for photographers through the e-bulletin, and the photo could be taken by one of the runners or the partner of a runner.

### **Actions to be taken:**

- CBP to email KFP the email addresses of the LFR women who will be running the Big Half, as to coordinate the Women-Only social event afterwards.
- AC is kindly requested to please look into the possibilities of further publicity for LFR in occasion to the Vitality Big Half race.

Brighton Marathon Update: LFR has been allocated ten places, of which nine have already been taken, one more place to go

London Marathon Update: all four LFR runners have registered and paid and they are good to go

Seymour Centre Bag Drop Room update.

There have been complaints in regards to the Bag-Drop Room 60 LFR is being using on both Saturday and Thursdays, both about the lights, which have not been functioning for several months, and the condition in which the room was left during the previous week, where tools, building and decorating materials were occupying most of the available space. CBP has sent one of his "usual" emails. Profuse apologies have been offered on behalf of the Seymour Centre Operations Manager, the light-unit has been entirely replaced, the lock has been fixed and the room has been cleared and cleaned. We are looking forward to a total replacement of the door by the end of January.

Christmas Presents Update

The LFR Christmas presents and relative cards have all been delivered on time and we have received really positive and warm feedback. Venues were really thankful for

the gesture. It would be really good to know how much money have we managed to collect from the membership donations, and in consequence to duly thank membership for their contributions.

#### Thursday Post-Run venue

From the beginning of 2020, and based on the feedback received from Membership, the LFR post-run food and drinks venue on Thursdays is currently Prezzo, including the first Thursday of the month, as we have discontinued our collaboration with Wagamama. In case we are considering of organising and hosting a post-run social in Soho, this can go on as previously, on the first Thursday of the month, or whenever we may feel there is a good moment for it, and arrange it timely and in advance, by going to the Wardour street Wahaca for food. There has also been suggested by membership whether there could be the possibility of using The Crown and Two Chairmen as our post-run food and drinks venue, instead of the Wahaca on such social occasions in Soho . CBP has checked the former's menu and they seem to have a great variety of items, so it is recommended, even as a different option for the sake of variety.

**Action to be taken:** DB is kindly requested to send to CBP any contact details they might have for the Crown and the Two Chairmen

Updates on the two events which have been organised by CBP for LFR for LGBT+ History Month

All medals and trophies for the Club Championships have been ordered. Race Secretaries and the rest of the Committee members will need to come up with suggestions as to what to inscribe on the three new trophies. The relevant medals' yearly budget needs to be updated, and some slight increase is definitely in view, as we are still considering the purchase of medals on the prices these items had back in 2017, the first time we ever bought them. In addition, there has been a slight increase in postal charges and delivery, as well, which also needs to be considered.

On the first week back from the festive break, the numbers of attendance among the Club members were as follows:

Monday 6th January: 75, 6 new, on Wednesday 8th: 45, 4 new, on Thursday 9th: 34, 8 new, Saturday 11th: 48, 8 new, plus 15 Long Runners. On the Saturday the 4th of January, there was an unofficial run and Long Run, the run had ten members attending and the Long Run had 23, there were 33 runners in total. All those who used the changing facilities and showers were very happy to pay £2.70, at the

reception and the venue staff was also very efficient and totally collaborative. Based on these numbers, there would have definitely attended many more members on Saturday the 4th of January, had that day being considered for an official Saturday Club run, so it might be worth to please reconsider the dates of when we stop the runs over the period of Christmas and New Year and of when we reassume running. Yesterday, Monday the 13th, we had 47 runners in all of which three were new, in spite of the really bad weather. So, as the MS mentioned earlier, there has been quite an increase in numbers during this period after the festive break.

## **Co-Presidents**

### International Trip Update

Discussion on the difficulties to find the ideal place for the International Trip, at the right period, in a warm place in Europe and to make everyone happy with this decision. The existing links of communication between the two committees need to be strengthened and built further. The International Trip of 2020 will be taking place in the usual period whereas for the IT of 2021 the IT committee was considering to organise it in July, when most of Europe will be warmer then.

### CBP

Although I very much recognise and acknowledge the difficulties the IT Committee encounters every year as to find what would be then considered as the adequate destination for the LFR IT, and although personally would very much like to visit a place which is relatively hot, I am completely adverse on the possibility of missing out on the First Cross Country Fixture. The Cross Country races are part of the Club Championships and there are members among the Club who are very enthusiastic about these races and who nurse quite strong opinions on the Club Championships. The Club has hitherto spend £1200 in Club Trophies for the Club Championships, in addition to the medals which we are buying every year, so there has been, beside the effort, a great expenditure and investment in this particular sector. LFR membership will always want to go on the IT, regardless from the destination, as it is a much beloved institution whereas if we miss the First Fixture of the Cross Country it will be very difficult to build again the momentum and continue with the rest of the season. In support to the above I would like to share and report to the Committee the 2019 Cross Country results, as they were kindly provided to me by our Cross Country Captains, which show that LFR has been going really well so far and we need to continue investing and build further:

Senior Women: 'A' team 8th in Div 2, 'B' team 17th in Div 3

Vet Women: 7th in Div 2

Senior Men: 'A' team 6th in Div 2, 'B' team 3rd in Div 3, 'C' team 10th in Div 3

Vet Men: 'A' team 1st in Div 2, 'B' team 2nd in Div 3, 'C' team 4th in Div 3

DB

Membership may also not entirely realise that when requesting to visit a “warm” place, how difficult it will be for everyone to compete in a warm place. When the Club raced in Oporto some years ago, members were truly struggling to finish their race and the temperature was just 25-26oC.

So ideally the Club would like to have an IT in a place were the first two days it will be warm and sunny, then on the day of the race it will be cold and with ideal conditions as to race, after which the warmth and the sun will reappear for the remaining days of the IT. If we ever come across such a country, then membership will be the first to be notified.

Complaint from a Club member, which was offended by the comment made by another Club member and addressed to them. The incident occurred during the Wednesday coaching session.

Committee discusses the above and agrees that it will be much more practical and sensible if in any similar circumstances members were to please give feedback to the Coach on the day, during an appropriate moment or at the end of the session, rather than keeping it inside and send an email to the Committee a week after. It makes much more sense to go to the coach if there is a problem and explain them what is the issue during the session, when they will be able to assist and straighten them out there on the spot.

Update on the bobble hat: there have been ordered 20 of them, we have sold 16, we need to sell the last 4.

Peer support, reflection

Committee members have been requested to reflect over the last year. It has been a very successful year where we have supported each other, and with so many new members joining we need to support each other further and we need to support ourselves in the Committee roles, so please let the Co-Presidents know whether we need any support and where could they support us.

Plans for committee roles going forward

Discussion on what are the plans of the current Committee members and which of them feel like staying for yet another year, in the same or a different role.

Discussion on those who would like to offer to the club, though without becoming members of the Committee, on how to show their interest and on how to be

encouraged by the Committee to support the Club with other responsibilities, outside of the Committee roles.

8.53 pm