

LFR
Regular Committee Meeting
Tuesday 10th March 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

Presentation of UKA Initiative, relative to LGBT+ Athletics Pride Network (SOC)

Club Treasurer

- Closing Financial Update for the 2019/20 Club Year
- Request of invoice approval for the Seymour Centre for whole year
- Update on discussions with LFR25 Committee
- Update on discussions with IT Committee

Races Secretaries Update (RS)

Club Championships Event Update

Publicity Officers Update (P&C O)

Pride March Update

Social Calendar update (SS)

Membership Secretary Update (MS)

Club Secretary

- LFR AGM
- Some Questions

Co-Presidents

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- Run-Brunch with Micro Rainbow (KFP)
- International Trip
- Impact on the International Trip of Coronavirus
- Future of MyCrew.

AOB

Chair: KFP

Minutes: CBP

Apologies: JKk, RD

Presentation of UKA Initiative, relative to Athletics Pride Network(SOC)

SOC presents greetings and thanks on behalf of the Athletics Pride Network.

Those involved are concerned that the sport is still not as inclusive as it should be and their diversity team have invited a range of people to discuss what the issues for this are and what kind of shape this initiative should be taking. The first meeting took place about six weeks ago and all those involved don't want to identify this as a campaign, but they call it and it will be launched as an "initiative".

The Athletics Pride network will be a way of promoting, educating, raising awareness, celebrating LGBT+ people and it will be launched in the next couple of weeks. It did not happen during the LGBT History month, for organisational reasons, but it's going to happen now, albeit it will be a soft launch. There has already been a registration of their interest and are taking part in this initiative a number of elite athletes, coaches, officials, grassroots and hence there are thoughts to what extent LFR wants to jump on this initiative.

The subjects which would be interesting in discussing at this stage with the Club Committee are whether LFR would like to endorse and publicise this initiative further through the current official Club channels and let membership know what is going on through the LFR FB and e-bulletin. The reply to the above is that Club is interested in fully supporting this initiative, through advertising it to membership. LFR would like to advertise this and also create an LFR link which could then link info on this initiative to the wider FR community, as to disseminate this further, as the International FR might be interested to know of and to support this initiative as well.

On the question of whether LFR would want to play an active hands-on role in supporting the development of the APN network, what we could do is to hold regular network and group meetings for LFR members to discuss LGBT inclusion and their experience of being LGBT within the Club.

It would be good to set from the very beginning some tangible targets and to pursue them. At this early stage what is being considered to do is to develop a kind of charter, along with setting some standards and qualifications. We would like to have in place a set of guidelines on best practice for athletics, on how to meet all the standards, not just about inclusion and ethos, but also on other domains, such as finances and on how to do things properly, but there is great interest in having something like that especially relative to inclusion, setting best practice, and then encourage non LGBT+ clubs to respond to these standards of inclusion,

We would be aiming to provide best practice guidelines, provide advice on how to make clubs more inclusive through adopting more positive imagery, and one that enhances inclusion, with elite professionals becoming role models for athletes.

Role models are a very important factor.

We don't need to be extremely specific at this stage, and it would be good if there would be the possibility of making the Pride 10k in August a major event and platform to promote the APN further. Getting on the back of the Pride 10K, it would be an opportunity of launching and maximising the publicity on this initiative, as we could have the opportunity to involve some other clubs and have them become associated with this initiative. On the latter, the best thing would be for SOC to talk to MP.

Action to be taken: KFP is kindly requested to please pass on to SOC the contact details of MP, Chair of the Pride 10K Committee.

Committee after having a brief discussion, agrees in bringing this initiative forward and in supporting it unanimously

An observation is being made as this decision to embrace the APN is not so much about LFR, as we don't really expect to grow further in numbers, nor do we wish as Club to grow much more than we may possibly can, but we believe that LFR can be used as an example for other clubs, and of course by raising our profile it would be an excellent opportunity to promote running among the LGBT+ community. EA are also considering to develop role models for schools and such and are hopeful that this initiative will grow further into something quite big, as it could prove incredibly useful to have some direction for inclusion in schools and in education.

There is currently a much higher profile issue in football, which is drawing a lot of attention and where there are lots of measures being taken as to make it become a less homophobic environment, whereas for athletics there still exists a barrier which needs to be taken down.

AC

There has not been any deep analysis but from discussions some things which have emerged from when people might get first involved in athletics stems out of their school days, and there is the first opportunity to be actively involved in sports and often there are some very off-putting issues, mainly bullying, and with young persons being subjected to a certain type of behaviour, then they are not inclined into pursuing any sports further in their lives..

Some of the elite female athletes also felt very uncomfortable by being forced into gender stereotypes. At club level the majority of the clubs are quite friendly and open but there are many who are a bit old fashioned and the demographics are not always equal, so websites very much reflect this inequality, so it becomes a very important issue on how may we reach out and engage with people and make them see the difference it makes to have a more inclusive website, as very often people may not see that there is an issue, in the first place, which is why they do not pursue this any further.

LFR would definitely like to improve further as an LGBT+ club and there is space for further improvement and then we could improve by giving the example and leading the action for other clubs

We could get some valuable information from people's experiences, and this is something that we could offer, we could do it through a focus group of volunteers instead of having a survey.

LFR has a number of members who work in journalism and who might be interested in promoting this initiative further, who also have members who work in publicity, and this is a

project where we would definitely like to see more people which could become involved as this initiative grows.

Suggestions on the next step and on the thoughts of also linking this initiative to the Pride March if possible, in June

Club Treasurer

Closing Financial Update for the 2019/20 Club Year

Overall, there has been some unavoidable overspent during the past Club Year with a loss of further £1120, though some of our predictions went much better than expected, and we are currently finishing the Club Year with a surplus of £2145.

This surplus is also due to the fact that although there has been a specific budget set for training new coaches, we have had no requests for any training, as none came forward. Also, we still need to update the spreadsheet relevant to the Club vest invoices, which we still haven't.

Committee feels that we need to support coaching as a group further and engage more with RD in general. In addition we should definitely be using these places for coaching, and there should also be more women involved in the delivery of coaching. The Committee would like to invite RD and the coaching team to the Committee meetings, as to discuss this further and also on motivating membership even more into coaching.

It would be really good to have some updates relevant to coaching being made public at regular intervals and in a more formal way from this Committee and we should also invite the coaches to provide an update.

We spent £900 less in England Athletics affiliation fees than we did last year.

It is important that we shouldn't be having members running with us who are not EA registered members, because then they are not covered by EA insurance.

Action to be taken: CBP is kindly requested to make a search into the EA website in regards to expired members and how can these members be eliminated.

Coming back to finances, we raised £750 from fundraising and there was a lump of money which came into through volunteering, and then there were lots of small individual budgets, which contributed to this surplus. Also we never managed to print the publicity leaflets, which were scheduled, so the money which was set aside for this, became part of the surplus.

Action to be taken: JK is kindly requested to please check whether these leaflets could be produced at very little or no cost at all through a graphic designer at his place of work

Committee is very pleased with the financial outcome of this Club Year and there follow discussions on the ways of communicating the new addition to the Club Reserves to membership. Membership needs to bear in mind that this is an actively used surplus, which will be used to advance any payments which could be needed in the next few months for the International Trip and/or the LFR25 Celebrations. Membership should also be aware that a sum from this existing surplus is already reserved for coaching. In addition the Committee will be looking further into ways of spending it into Club activities for the next Club Year.

Committee members agree to continue with the policy of a very careful and conservative way of spending, as besides the one pound increase which will be for EA, and which will be partially covered by the membership fees, there is a great possibility that the fee venues

could again go up in January 2021. In addition all extras relative to the 25th Anniversary celebrations, will eventually have to be covered by these reserves, so although very pleased with the outcome, we will continue to be prudent and vigilant of any spending.

Request by the CT to have the Seymour Centre invoices approved for the whole year. The Committee approves the invoices for the whole Club Year for this venue based on the document which was previously sent out and circulated by the CT.

Important Reminder: on Thursday the 30th of July 2020 the Club will be holding a 5K race in Battersea Park, as part of the LFR25th Celebrations; in consequence, the above date should be excluded from the Seymour Centre payments.

Discussion relative to the need of having all LFR venues under the same administration, as to facilitate the process of invoicing.

Action to be taken: CBP is kindly requested to please pass to the Co-Presidents the contact details for the Kentish Town Leisure Centre.

What has been normally done in regards to Bank Holidays and non-running days of the Club, is to send an email to all the venues and then possibly send them a reminder closer to the date, for when we are not running.

Discussion on whether there is room for increasing the fees of venues in January 2021.

Update on discussions with LFR25 Committee

NM is the volunteer responsible for the ticket sales, which tickets are going to kick off very soon and the LFR25 have come to the decision that they will like to offer the possibility of the payment for the LFR25 dinner in installments. Although we very much understand and embrace the reasons for which this decision has been made, the Committee expresses their reserve, with the prevalent opinion that this practice may prove too complicated for managing such large scale events, as there are going to be 150 seated participants.

Update on discussions with IT Committee

There have been some very positive discussions on that front and DG has agreed to assume some of the responsibilities previously under the exclusive domain of the CT, thus removing slightly some of the pressure.

Races Secretaries Update (RS)

Club Championships Event Update

In case the RS are already know, it would be very practical to have the name of the winners and the awards send as soon as possible and before the Champs Event to the P&C Officers, so that they may have the relative blurb ready to go out with the e-bulletin, as on Sunday after the Championships Event it is possible that nobody will be in a state to send nor to receive emails.

Please also circulate the list of the awardees and make sure that all or most of them will be able to attend, otherwise we will end up with a whole lot of awards to distribute separately from the event.

The info relative to the Ragnar Relay has received some attention from membership and some interest from AC, who would like to participate.

Action to be taken: CBP is kindly requested to please contact AC, passing on to them all the info relative to the Ragnar Relay

There was an email which was addressed to all Committee members, asking if anyone was willing to give out awards to the winners of the Champs Event, besides the Race and Social Secretaries. Committee members who are coming to this event need to be there by 2.30 pm.

Publicity Officers Update (P&C O)

Pride March Update. The situation is still unclear and to this day we still have no idea whether we would be able to attend the march or not, as a walking group. We have communicated to them that we will otherwise register as individuals, and then we register as individuals and we assemble as to march together as LFR.

Action to be taken: KFP is kindly requested to please send Publicity the specific photo of LP with their award

In regards to the FB content policy, there is a specific hint of this on the LFR FB group, requesting members to please check the policy and to follow the link. We believe it is better to keep this subject in place as it is, without being too forceful in some way for members to acknowledge it, although we still want to make sure that members are aware of it, read it and respect it.

Action to be taken: In case there is a Committee member who has not read the Policy, then please read the policy, as then it should be with all the other LFR Policy docs.

The WebCollect Membership Form has been updated and is currently in line with EA requirements. These updates were necessary and many parts were rewritten and it is now according to what EA wants us to have it. Members data are not shared at all through MyCrew with any of the MyCrew administrators due to GDPR and there is also zero possibility of having to transfer any members data abroad, besides the normal International Trip requirements, through race registrations for races abroad and the transportation/accommodation requirements for the IT, which are anyway the usual type of data which are shared when travelling abroad.

We should also try and alleviate MailChimp from everybody's data who are no longer a Club member, though instead of trying to get rid of them completely, it might be useful to have this data exported into an excel spreadsheet.

There has been an exchange of communication between the P&C officer and ADS on whether the Club would be interested in holding some running sessions for people starting from scratch, as in a Couch to 5K in advance of the Pride Run. Considering the amount of effort and time which is required for bringing forward a group of people from couch to 5K we do not feel that we may dedicate the requested time for this, but we would like to offer the alternative of training people who may want to run from a 5K to a 10 k though not the Couch to 5K. If people are able to run half an hour on their own and then come to us, then we would be extremely happy and we will help them to build it up but not entirely from scratch. If ADS is really passionate for the next level and then this would suit the persons that they have in mind, then we would be happy to support this further.

Action to be taken: AC is kindly requested to please liaise and communicate all the above to ADS

Action to be taken: JK is kindly requested to please bring to CBP the remaining LFR leaflets.

Social Calendar update (SS)

It is still being a relatively busy period, as we are having in a few days the Club Championships event, then comes the post AGM social event, which is also already in place and afterwards we are considering booking the Retro for the London Marathon LFR event.

There is a lot of uncertainty on how we will be continuing, and if there is going to be an escalation of the situation with the coronavirus. In consequence all our next social events might depend entirely on that. For the time being we are monitoring the situation and listening for updates.

BB has sadly decided to step down due to their workload and in spite of all our efforts there have not been any women who are willing to come forward for the role. It is really hard to persuade female members when they are brand new to the Club and many of the other women have already been for several years as volunteers to many positions, so it is not as easy as it seems.

There has been some interest from one of our male members in regards to the role, JL, but they are still undecided, as they would like to contribute to the Club, though they are not sure whether they are up to the task, in terms of available time to offer.

Action to be taken: CBP is kindly requested to please have an informal chat with JL and then refer them to the SS, for any further information they might require.

There have been a number of photos which have been sent to DB for the Championships Event and we could then store them and pass them onto the organisers for the LFR25 event. There has been a notification to email DB for any photos.

Action to be taken: JK is kindly requested to please bring their own camera to the Club Championships Event

Membership Secretary Update (MS)

For March 2020 the Club is at 95% of the way to reach the 562 members that we had last year. We currently have 533 members. Out of these 481 are male, the 90.2%, and 52 identify as female, a percentage of 9.8%

From the current 533 members, those who have renewed are 417, a percentage of 78.2%, and 116 are completely new, which is about 21.8%.

In regards to the renewals for the new Club Year, we are looking into the option of auto renewals. The auto renewal box has been ticked, and the registration fee has been accordingly updated, what needs to be done at the present is to make sure that this is going to work. There is a recommendation to have a test run of both the auto renewal option and thus of the updated membership fee.

The WebCollect needs to also be updated with the very important changes which AC did, but also with making sure that the correct annual fee is in place for the new Club Year.

It is very important to send an email to members and let them know that this is changing and this needs to be done urgently.

There have been discussions between SM and CBP, considering the possibility to completely abolish the Membership Card.

It is important that we support sustainability and that we reduce the amount of paper that is being used, and then the plastic, by plastifying all the cards, and we should become greener, the same way EA is implementing this from this year.

Action to be taken: CBP is kindly requested to please check with Runners' Need and other LFR partners whether it is still necessary to show the LFR Membership card in order to have any discounts.

Club Secretary

LFR AGM, please refer to the AGM document, which has been circulated to know your order of appearance and for any other information.

The Q&A session for any questions addressed to the Committee reports will take place after every role has had their 5 minutes of fame and glory, and before the reports from MP, the Cross country captains, etc.

Who do we need to thank at the AGM, the relative document has been circulated, with every person which the Club Committee feels that they need to offer their thanks.

Action to be taken: CBP is kindly requested to circulate the updated version of the above document to all Committee members.

Have received nominations relative to the FOTY & NOTY awards and all nominations are on a relative spreadsheet which will reach all Committee members on Tuesday afternoon, and a recommendation to please expect it, the FOTY and NOTY are more or less clear by now, as to Club members have already had the largest number of nominations, nevertheless Committee will need to check the document and we might need to vote

Action to be taken: SM is kindly requested to please create a list of all the Club new members, just for Committee members and for internal circulation.

Committee members are requested to please come to the AGM Venue as early as possible, anytime after 6.00 pm. There isn't very much to do, but there may be bits and bobs such as passes to create and chairs to move around, as to make the space more friendly.

During the last AGM everything was kept very much to the point and within one's allocated time-slot, and we are confident that the same will happen this year as well.

We are expecting that we will be having a good attendance, as we currently don't have many members outside of the UK in races, as it happened last time, so there could be a bit more people than last year. Committee members are reminded to bring their own bottle of water.

Question on whether we would like to have a simple LFR environmental policy. CBP is happy to create one and pass it on for suggestions and approval.

Co-Presidents

Run-Brunch with Micro Rainbow (KFP)

This event is scheduled to take place on Sunday the 3rd of May. We would like to encourage membership to do some baking and to bring refreshments for the refugees, this is going to be more of a celebration, it's not so much about the run. Before the run we would ask members if they would like to buddy up with the people from the Micro Rainbow. If the

weather does not permit to be outside, then we will hold this event in the charity's offices, otherwise we are going to be hosting this outside.

International Trip

This is not a particularly promising period to organise trips abroad but we need to advise on the available options. We believe that every country will be affected sooner or later by the virus, but it is our responsibility to be able to offer an opinion to both the membership and the IT committee. We have been and we will continue to monitor the development relevant to coronavirus, naturally, before we make a decision. In the meantime, it is important to announce to membership the date that the IT is meant to take place and ask them to save the date, as this is going to be from the 11th to the 14th of September. Sadly this year's choice is going to coincide with the fell races at the Isle of Wight, but this has happened in at least two previous occasions. Also membership has specifically asked to visit a warm or at least a warmer place this year, and there's so much we can do between the Cross Country fixtures, the races available and the prices on offer during a specific season. We need to communicate this clearly to MH as the correct phrasing will be to everyone's advantage in regards to booking flights, as we wouldn't like to promote any panic nor any concern among members. It is wiser if we were to ask membership to book their own tickets this year and for the IT Committee to take care of all the rest, as previously. There will definitely be a serious impact on the International Trip from the Coronavirus and we need to advise the ITC on how we communicate this to the membership, without causing any unnecessary alarm.

Action to be taken: Co-Presidents are kindly requested to please contact MH and communicate with them all what has been discussed by the Committee relative to the IT.

The topic relative to the MyCrew, will be discussed at the next RCM.

AOB

SC and the LFR25 race

In regards to the request by SC, it has been decided to come up with a different venue for the run, as we are not going to go with a Royal Park this year, due to the amount of money requested and to the restrictions imposed by the Royal Parks but we are going to have the race at Battersea Park, as was suggested by EC and RK. This race is meant to take place on Thursday the 30th of July, at 7.30 pm, which is the Thursday before the rest of the LFR25 celebrations. There will be food and drinks after this race event.

Discussions on whether to make this race a part of our Club Championships. This needs to be promoted further to membership though we need first to see what is the capacity of the race, as to make sure that we ensure the greatest possible participation for membership. The registration fee for this race will be £5 and it will cover the expenses of this race.

Action to be taken: KFP is kindly requested to please enquire through EC for the capacity of the race at Battersea Park

Conversation about handicap race and the difference between the two types of races.

Actions to be taken: CBP is kindly requested to create and send out two different Doodle Polls, one for the Club Committee Farewell Dinner and a second as to establish the day of the next RCM after the AGM

9.00