



**LFR**  
**Regular Committee Meeting**  
**Tuesday 8th September 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: Matt Haas (MH)

**Agenda**

Financial Updates (CT)  
Races Update (RS)

Publicity Update (P&C O)  
Victoria Park LFR Run

Social Calendar update (SS)

Membership Update (MS)

- Membership Renewals update
- FB and E-Bulletin deadline
- Delivery Status of Club Vests

Club Secretary

- NHS Membership Discount
- LFR virtual AGM

Club Co-Presidents

AOB

Chair: CBP  
Minutes: CBP  
Apologies: JK, KFP, DD, AR, BB, MH

## **Financial Updates (CT)**

There are a number of short financial updates which I would like to share with you.

Firstly we have been contacted by Run With Pride, and we have been given by them a share of their final profits: they have decided to donate some of their profits to LGBT charities and have donated to LFR £50, with the amount having already entered the Club account. It could prove really beneficial to the Club if we were to stay in contact with them, as there could be the possibility of a potential collaboration in the future with them.

There have been some small but significant changes to the LFR Membership Form for this year, new members are being offered a third choice or better said they are not forced into choosing to belong to either a male or a female gender, there has also been a much more considerate change in the phrasing regarding the disability part, where new members are now asked whether they need any assistance, there is just one consent in the form, and that is relative to whether members wish to receive the e-bulletin or not, so everything has been improved and at the same time become much simpler, many thanks to JKK for revising the inclusivity and editing the correct phrasing for the above and to AC for all the GDPR research of bringing the Membership Form up to date.

In regards to the membership renewal, we have already had some good response and some positive feedback, there have been quite a few members who have already renewed and from some informal feedback that we have received it seems that the membership fees are accepted as of good value, offering the full membership at £28 and with the due concessions, so it is all good on this part.

In regards to the members who during the months the Club was not operating have paid for their membership fees based on the amount which was set earlier in the year, we have been organising refunds and so this part has also been addressed.

Last but not least, there is an invoice which requires a Committee approval. This is an invoice from England Athletics relative to the membership renewal of 82 of our members. With the EA fees being at £15 per athlete, that is an invoice for £1230.

The Committee is requested to approve the payment of the above amount by individual vote. The payment is unanimously approved.

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

There have not been as many races going on as there used to be, but nevertheless these have been exciting times, as there have been some races and we have had some few results coming our way. Which is both positive and encouraging.

In regards to the Club Championships, we have taken the decision to go ahead and organise all Club races virtually as we have no way of knowing what is going to happen in the future and how things are going to evolve, so we felt that it was important to make at least some start, especially now, that we have started with the weekly Club runs. We have also taken into consideration the suggestion of CBP to have each of the Club races spread into four days, and not taking place in just one day per race, as to facilitate runners but also in order to avoid large congregations of people.

Accordingly we are going to be kicking off this coming weekend, with our One Mile race as part of the Club Championships and there are many more races happening in October and in the following months.

Some further positive news is that the Park Runs are planning on resuming sometime around the end of October, which also gives us some further hopes that we could even have, hopefully, some Cross Country races taking place in the new year. There are still two Cross Country events which have not been cancelled, in January and February, so we remain very hopeful.

In regards to the Club Championship races it would be good to build up some excitement and to take advantage of the momentum, by making some publicity in regards to these forthcoming races, by posting some photographs from previous years on the LFR platforms of communication and in general in trying to inspire membership and to make them embrace these virtual events, like they did with the actual one in all previous years (CBP)

It is perceived as something very positive that we have started with the renewal of memberships and that we have also started rolling the ball with the Club races

RunThrough, who have been organising some running events in London and in the UK, they recently organised a race; do we believe this is something that the Club could imitate?

We are of the opinion that the Club will not be able to imitate such an event, and to organise an event for so many persons. Secondly if we were to organise an event for a concrete number of people and we were to open it in general to other runners, there wouldn't be enough places for other people, as all the places will have been

taken by LFR and there wouldn't be any places left for others. At the same time, and although we want to encourage Club members into being and keeping active, by some exciting competition, it is probably not very wise to encourage them into participating at events which involve big numbers of people. There are some very mixed feelings about large events and probably the Club should not endorse officially nor show any official support towards large gatherings of people such as racing events nor endorse too much the membership networking at the moment, before it is considered as absolutely safe to do so.

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

We have had our very first LFR Instagram post this week. We have decided to take things slowly but steadily, with putting up some photos in order to promote the Club, to promote it to all potential new members, but also by mentioning and making specific references to themes relative to diversity and inclusion, by showing the work the Club has been doing towards this direction, and by embracing themes which are part of the Club's values but do this externally in a credible and honest way. So the Publicity Officers are taking control of the Club's platforms at the moment, with the scope of improving the platforms' image and accessibility and indirectly also of promoting the Club.

In regards to the FB Members Only page, we find that it has become a bit difficult to navigate. Also the more people are on board as Administrators, the less control there will be, of what kind of posts are being authorised. In the past and also very often there has been some confusion on who are the FB Administrators, there have been a number of complaints about posts not appearing timely or about posts which should not have been approved at all. We would like to change this into what we think will be a positive improvement by giving the possibility to all Committee members to post on FB without the need of an Administrator's approval, and besides Committee members, open this possibility to members who are meant to be posting on FB regularly under a specific Club role and function and in regards to LFR events. One of the main points is also to have some people removed from being Administrators, as we feel that only key people need to remain as moderators. It is important that key persons who have a specific public role in the Club as Club Officers and who are organising races are meant to stay on board. Accordingly those who are organising the Cross Country and the Trail Runs, as they have a legitimate reason to post on FB will remain. NC is to remain, RD will be removed from Administrator and MH will take their place as the new Coaching Coordinator. As the LFR25 is not going to go ahead at this point, SC will also have to be removed as a FB Administrator.

Committee agrees to these proposals under the condition that those who will be removed will be notified officially and beforehand of their removal as FB Administrators and also they would be made aware of the reasons why this decision has been taken.

**Action to be taken:** JKk is kindly requested to please prepare a set response to be sent to those of the LFR members who will be removed as FB Administrators, explaining to them the reasons for this removal.

The LFR Twitter Account is also at the time being inactive as there seems to be no one who knows the password for it. It might be worth trying and contacting EC and/or KS who were the previous P & C Officers.

At this point it could prove very practical and much more efficient, not only for the time being but especially for the future and for those who will be covering the roles of P & C Officers in the next Club years, to have all this type of information such as who is responsible for what, who are the administrators and all relative passwords collected and accessible in just one place, so that we may be able to access and consult this information when needed but also to be able to pass it on easily to those who will be covering these roles after the present officers, and to avoid having any procrastinations and/or confusions (CBP)

Discussion In regards to the LFR Victoria Park Run

There are at this point many LFR members who are residents of East London and to whom coming for a run in Hyde Park proves to be very difficult at the moment, as they are very reluctant in using public transportation and they may feel isolated from the Club activities. LFR has a run taking place in the south of London, one taking place in the North and the North-West, but there isn't a run in the East. So this suggested run would be filling an existing gap (EK)

Based on an e-mail send to the Committee, JK mentions that although he appreciates very much the initiative and all the efforts which are been made towards having a run taking place in Victoria Park, the Club should be focusing more on filling in the existing runs and on the Coaching (AC)

I completely understand JK point of view, and partially I find myself agreeing, but I am not of the opinion that having another run in another part of London would decrease the numbers or that it would decrease them significantly, or would avert members from coming to the already established Club runs. Those who will be coming to run with LFR in Victoria Park are not among those who are already running with us, these are members who are unwilling to travel all the way to Hyde Park or to Regent's Park and are feeling kept outside of the Club activities. In my opinion we are offering an alternative run. This will be a run organised by LFR, so it's not a run by another running club, there are no major financial issues involved, as we are not offering any changing facilities for any of the runs at the moment, so there aren't any expenses involved, in my opinion we are offering a run which does not act antagonistically to the already existing runs but complimentary. LFR is expanding

towards the east, listening to our members and filling a gap, and enhancing our image, with probably this being the right moment to do it (CBP).

If in the future we are again offering membership the possibility of using changing venues for the weekly runs, as we used to do before, then the whole prospect under which to consider this new run will be a different one and ultimately we will have to reconsider, as LFR does not have the prospect of any changing facilities in Victoria Park, and we would be very unwilling to have any, as the Club would not be able to afford the extra expenses. So, as the situation stands for the time being, with no changing facilities available anywhere, then probably this is the right moment to embrace this initiative. (AD)

JKk and myself live next to Victoria Park, so we will be able to support this run at this initial phase and to explore this possibility further in the future. And nothing is set on stone. We could have a number of trial runs and see how these will be coming along, be aware of the number of people who will be coming to Victoria Park and review. I feel that at this point we have really nothing to lose (AC).

In my opinion we should probably have a trial run and see where that goes, set a date for a trial run, then have about four runs taking place and then after about a month discuss it at the next Committee meeting and if necessary reassess. As it is too short notice to have a run taking place this next Saturday the 12th of September, and as we definitely need to have the Victoria Park trial runs inserted in Spond, as to check numbers and more importantly for track and trace purposes, we could suggest the 19th of September, as the date of the first trial run (CBP)

The Committee votes in favour of having a first trial run in Victoria Park taking place on Saturday the 19th of September at 10.00 am

There has already been a relative teaser in last week's e-bulletin, which read that there are plans of a new run, in order to spread out geographically and reduce the need for members to travel to come to the runs, without revealing anything more. This date could offer us the opportunity to tease membership a bit more and built up some momentum, before the trial run. And anyway as mentioned above, we will review these runs as things might need to change (AC)

A propos of excitement, we feel that the content of the e-bulletin feels a bit flat lately. There have not been too many Club activities going on and we had to search around a lot as to be able to present a decent e-bulletin. So if you happen to have anything for the e-bulletin please send it to JKk and myself, in particular we would appreciate some photos of the weekly runs. We have had some new members and it would be really great, if allowed by GDPR, to be able to have a short Q&A with these new members, asking them how they came to know about LFR and why did they joined

the Club, not only because this would be something new and fresh to present but I think it is important to get to know people as well and to have some feedback and some insight into their choice of signing up with LFR.

Discussion on the positive comments that have been put up on Spond from new members.

Discussion on how to address the issue of Spond offering just a binary gender classification.

There could be other clubs in the exact same position as LFR, wishing to bring Spond into the 21st century and to bring Spond up to date.

CBP has had a communication with JK, as there have been a couple of people who wrote in regards to Spond not offering a more inclusive non-binary option, asking whether Spond could be contacted in regards to this issue. Members need to bear in mind that LFR has had a very close collaboration with the owners of MyCrew and as the app was quite new, they were also very eager to listen to what LFR had to say in terms of feedback and to modify certain features according to the Club's needs and requests, also because it suited them and it improved the app's functionality. After the lockdown was raised, the Club wanted to start with the Club runs as soon as this was possible and was in urgent need of finding an adequate platform which would have enabled us to re-start with the runs as safely as possible. The need was to find a medium to register participants for the purposes of track and trace. This was the Club's main priority. Spond may not be perfect, and under this subject it is not, but it does cover almost all the Club needs at the moment and is a very good and simple app to use. Naturally as LFR we want to be more inclusive, not just in name but in essence, and we hope to be able to change this in the future. But also we have to be prepared that we may not be able to make a change to this subject, as it does not depend entirely on us. Accordingly, and if we do not manage to make any significant changes in that direction, I feel that this would reflect more on Spond and not on the values and ethos of LFR.

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

Membership Renewals update. Based on the latest data, we have had until this point 80 renewals and 14 new members. Some of these new members were not entirely new but returning to the Club, having been members in previous years. There have been ten members who have had to be partially refunded and they will be signed up properly now as members, and all the above have also been signed up with EA. The electronic membership cards are not ready yet.

There is an email from JK in regards to setting up a meeting in regards to this (AC)

It could be worth making some short announcement in regards to this subject, as members would be wondering in the meantime why they haven't received any membership cards as yet. Also members are not aware that this year they will not be receiving any membership cards in paper, as there hasn't been any official announcement that we have decided to explore a new way to produce membership cards in a way which does not include any paper nor any plastic and is generally more friendly to the environment. As there are some members who are collecting these membership cards over the years, it could prove to be reasonable to make some relative announcement, in advance, as to avoid any complaints. And besides just the e-bulletin, it might be worth putting it on FB as well (CBP)

**Action to be taken:** SM is kindly requested to please liaise with JK in regards to the electronic membership cards and also to prepare a short blurb for the e-bulletin and the LFR FB page in regards to switching into electronic membership cards this year.

FB and E-Bulletin deadline. In regards to setting the deadline for cutting members who have not renewed from FB and the e-bulletin, last year there was a month available for renewals of membership, so accordingly this should be the end of September.

In my opinion this should be a month from the date that there will be an official announcement in regards to cutting out members who have not renewed their membership. If such an announcement goes out on the e-bulletin on Monday the 14th of September, then the deadline of one month should be the 14th of October and not the end of September (CBP).

I would be more of the opinion of extending the deadline until the end of October (AD)

There is a bit of a hassle having to remove members who have not renewed on MailChimp, as this needs to be done manually and consists in having to remove them one by one (AC)

The Committee decides to extend the deadline of removing all members who have not renewed their membership until the 15th of October, with the potential likelihood of extending this deadline for another two weeks after that date, if deemed as necessary.

Delivery Status of Club Vests. Apparently this has been going on normally, as AD reported in last month's Financial Report that there have been two vests sold even



while the Club was not operating. For more information it might be practical to contact directly CD.

## **Club Secretary**

In regards to the NHS Membership Discount, as in the meantime there hasn't been any positive response in relation to this subject, one may assume that the outcome of this suggestion is negative.

LFR virtual AGM.

Based on what was discussed and decided on the RCM of August, we are currently considering organising and delivering the 2019/2020 AGM on Tuesday the 6th of October. The Committee's Annual Reports will be presented under the form of very short films with links leading directly to them on the e-bulletin and on FB, for about a couple of weeks before the AGM, so that members may watch them at leisure beforehand. It has also been said that the Co-Presidents, the Race Secretaries, the Publicity & Communication Officers and the Social Secretaries will most probably have a common presentation, whereas the Club Treasurer, Membership Secretary and Club Secretary will give a presentation on their own.

The subject which I would like to bring to your attention today is that based on what was discussed above, the AGM is meant to happen in a month's time and that, in my opinion, one month is not enough time for the Committee to prepare and present the AGM.

First of all many of the Committee members are going through very busy periods, professionally, with running important projects.

Secondly, in our Committee roles we are also going through a busy period, with the renewal of memberships, with making sure that the weekly runs have returned to a smooth and safe functioning, we are also planning on having a completely new run in Victoria Park, the Club Championships have started, in my opinion there is not enough time to realistically prepare an AGM, even if this is going to be a virtual one.

We have said that besides the Annual Reports for each role that we would like to have in place a platform for dialogue with membership, through having a Q&A Session relative to our Annual Reports. Then we want to have the virtual presentation of some Club Awards, the Cross Country Awards, the Coaching Award, the NOTY and FROTY etc, then we are asking membership to vote on an amendment suggested by the Club Treasurer on improving Clause 35 of the Club Constitution and finally we have to have the elections of the 2020/2021 Club Committee. Accordingly and in my opinion we should postpone the AGM by at least a month (CBP)

I could assist and take the lead on organising this, as the AGM could be organised in the form of a webinar, and I am very familiar with how to organise this (JKk)

It also makes sense from my point of view to postpone the AGM, at least until the end of membership renewals, as currently members are renewing their membership and it is only Club members who are allowed to participate at the AGM. Accordingly we should definitely postpone the AGM until we have concluded with the renewal of memberships, and based on what we have discussed and decided above, this should be after the end of October (AC)

Accordingly, the Committee decides to pencil down as a potential date for the AGM the day of Tuesday the 10th of November. This date is noted as tentative and dependent on the discussions which will follow during the October RCM.

**Action to be taken:** CBP is kindly requested to send a Doodle Poll relative to the date of the next RCM.

8.20