



LFR
Regular Committee Meeting
Tuesday 5th January 2021

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 Secretary: Daniel Brittle (DB)

LFR Coaching Team Coordinator: Matt Haas (MH)

Agenda

Financial Updates (CT)

Races Update (RS)

Publicity Update (P&C O)

Social Secretary Update (SS)

Membership Update (MS)

Club Secretary
Potential AGM date

Club Co-Presidents

AOB

Chair: KFP
Minutes: CBP
Apologies: DB

Welcoming statement and wishes for the New calendar Year

Financial Updates (CT)

I would like to start with a short reference to next year's budget, which is looking pretty good, considering that membership numbers are currently higher than anticipated and budgeted in advance, and also that we are still owed about £700 from the Seymour Centre.

In regards to the latter, they have been contacted and a refund has been requested, as opposed to having this amount going into credit for the forthcoming year.

There has also been available a budget of £800 which was meant to be for the races of this Club Year and which has not been used at all, as we haven't had any Cross Country races this season. So, currently the future financial situation of the Club is looking quite good.

In consequence we may use the surplus for the next year, as there is a bit of extra cash to spend, which could go into one of our forthcoming social events. On the other hand, there could be some new expenses coming in the new Club Year, so it's always better to have some extra money available for such eventualities.

One thing which I would like to point out is that when members will start renewing their membership with WebCollect, the new members' fee gets in from the 1st of March. In anticipation of this, we should already start discussing any financial updates and we should know on how to proceed in this subject already by the end of February, as this period between now and then will be a good time to decide if there are going to be any major changes relative to next year's membership fees and to the budget for every individual Committee role.

Fact though remains that based on the current situation no one is really in a position to plan with certainty anything in advance for the next Club Year (EK).

Action to be taken: In regards to the budget of the Club Year 2021/2022, every Committee role is kindly requested to please consider and forecast whether there are going to be or whether there are expected to take place any major changes, as compared to the budget of the previous year, and communicate this with the CT, at their earliest convenience.

Next year's budget will have to be confirmed and all costs agreed at the next RCM.

We still don't really know what is going to happen in regards to the Green Belt Relay. The organisers are very enthusiastic and determined to have the race taking place but of course it does not depend entirely on them. The Club has already paid for last year's race which at the end did not take place and we have paid for five teams; accordingly, last year's payment has been transferred into the GBR of 2021 and the organisers are very much aware of this fact. For the time being what we know is that we, as LFR, have the possibility of setting up and sending five teams to compete, but at this point in time, we don't really know whether we should roll over, once again, or not.

There have been several discussions among the organisers, who are considering some specific changes, in trying to make the race safer for participants. It is naturally proving to be a logistical nightmare, more than usual, as it is impossible to have people driving individually to their stages because not everybody has a car and then once having a runner getting to the designated beginning of a stage with a vehicle of their own, then the person who is supposed to be racing that stage will have to leave their car and someone else should be picking up that vehicle, and so forth, but this is impossible, so it is proving quite problematic, as we cannot rely on people driving with their own cars nor into using public transportation, so for many reasons we are coming to the conclusion that any radical changes will not be implemented to the race, as it is logistically impossible. Before we make any relative

statement for the ebulletin, we will have to decide as a club, whether we will consider going forward with the event or not. AC has had relevant discussions with JW, and they will be keeping the Committee updated.

In addition to the general uncertainty, the London Pride organising committee has been keeping quiet as well, so there aren't any specific plans for the London Pride March in July at the moment.

Action to be taken: AD is kindly requested to please update the Club Constitution and have the update reflected also into the LFR Website, based on the amendments which have been decided and voted at the last LFR AGM

Discussion on the Committee roles.

There is a general consensus from all Committee members on the fact that there should take place some active publicity and some proactive advertising for the forthcoming elections, in regards to the Committee roles. And although there may be some Committee members who could be considering presenting themselves for re-election, this energetic advertising should apply to all Committee roles, as every Committee member will be anyway stepping down at the end of this Club Year. This publicity should start in the following ebulletin and also on FB, as there isn't a lot of time left until the new Club elections.

There should be a role description for each of the Committee roles on the LFR Google drive and it could be possible that some of these descriptions may need some update.

Action to be taken: All Committee members are kindly requested to please have a look at the existing role description pertinent to their respective Committee roles and accordingly update it, if necessary.

Discussion on the Diversity and Inclusion officer as a separate Committee role and also in relevance to the existing role of Welfare Officer.

The Committee after much deliberation comes to the following conclusions and decisions:

The role of Club Welfare Officer will, as previously, remain among the duties and competencies of Committee members and it will be the Club Committee who will decide at the beginning of each Club Year which of its members will be covering this role for that Club Year and in consequence will be assuming the role's responsibilities. The LFR Welfare Officers will be chosen among the existing Committee members mainly for reasons of confidentiality. Committee members are officers of the Club who have been voted and elected by membership, thus they are the official representatives of the Club and hold a particular responsibility among and above all other Club volunteers. In case of an incident occurring, the Welfare Officers have to be able to feedback directly into the Committee and confidentiality is an element of paramount importance in such cases. The role of the two Welfare Officers is an important and official Club role which by remaining incorporated within the Committee makes more sense for practical reasons, as Committee members are also well aware of what support is already in place and how to handle any such delicate situations, or if they are not, they can always refer this to the Committee. Moreover, important and serious issues have to be dealt with by following the Club policies and procedures which are already in place, and someone who is not a member of the Club Committee might not be aware of these policies.

In regards to having a Diversity and Inclusion officer, as a separate Committee or as a separate volunteer role, the Club Committee feels that many aspects of this role already sit heavily among all Committee members, in particular upon the Membership Secretary, upon the Communications Officers and upon the Race Secretaries, as all of these Club officers are not only aware of diversity issues within LFR but also are striving independently to keep diversity and inclusion as part of their agenda and trying to push it forward within their own area of competence through their Committee roles. What we have not had until now is the possibility of having one distinct Committee member overseeing the subject of diversity and although there should probably be just one person who will take the lead on this subject, it is definitely not just one person's job but it is the duty of every Committee member to promote inclusion and diversity where they can. The current Club Committee does feel that by having diversity and inclusion as part of every Committee members' roles agenda, that every Committee member will accordingly make an effort and by considering the subjects of diversity and inclusion as an important part of our roles, every Committee member needs to make an effort and to make them stand out. Coming to a conclusion, the Committee believes that what is mostly needed in general is a plan of action and how are we going to bring diversity and inclusion forward and promote them further.

The Club in general has always struggled with having members coming forward and becoming part of the Club committee and this might happen in particular at the end of the current Club Year, with many of the current Committee members considering of not presenting themselves again for re-election, there will thus be numerous vacancies as it is and there is definitely no reason to create even more vacancies. Again considering the difficulties we have always had in filling the existing Committee roles, anyway.

Finally, as with the Committee discussing and deciding on which of its members will become the Club's Welfare Officers, the same way it should be discussed and decided among Committee members which one is keen to lead on the subjects of diversity and inclusion.

The discussion returns to the decisive need of encouraging membership to step up for Committee positions. The Committee feels also the need to be seen as actively advertising these roles and attracting membership to come forwards, given the current circumstances, where motivation to participate in the Club affairs could be a relevant issue.

Suggestion of launching a video chat for such purposes, as to encourage membership further. The Committee would become available for a period of time between half an hour and an hour, during which members will be able to join in and show their own interest in a specific Committee role or in all Committee roles, by asking questions. The session will be open to anyone who would like to participate and ask questions on how the Committee operates as a whole or certain roles in particular. Committee roles have always been and are open to everyone, the Club Committee is not a clique and it is not about who knows whom, it has always been about transparency and the will to contribute to the Club. This session will be available for Club members to drop in and out as they please and even if no one drops in, the Committee will be there anyway, available and willing to answer any questions. On the other hand, Club members should also feel free to approach any Committee member individually and independently of the above suggestions. Also if there are members who do not feel comfortable participating and asking questions during the suggested chat, they can always send any questions they may have in advance to the Committee and we will strive to provide an answer there and then.

Committee members do not have to follow just one direction into advertising their respective roles, there should be variety and everyone should approach the subject in the way that they feel more comfortable to do so. There is already in place the relative role description, everyone should have a look and update them if necessary, so that they may look positive

and appealing, and then put a paragraph together or create a video. Participating in the suggested zoom session will not be binding for anyone to step up, the simple reason we are doing this novelty is to encourage members even more, and even if they just tune in to listen, they may as well listen this year and possibly they may become interested and want to join the Committee the year after.

The Committee deliberates that the “open day” for a session where membership can tune in and ask questions about the Committee roles is going to be Tuesday the 26th of January, at 7.00 pm. It will be a zoom session and it will be advertised on the LFR communication platforms.

Discussion on the forthcoming AGM

Discussion on the voting procedure for the AGM, as we would like to keep the AGM as inclusive as possible, encompassing as many members as available, and especially when it comes to participating in voting, where we would like to ideally have more than 100 participants. Discussion on having members signing with their Google accounts, as through the Google account there is the possibility to create a Google form for the voting and it does not incur any extra costs for the Club. The Committee is hesitant in deciding on extra expenditures and any costs will be undertaken only as completely necessary. If closer to the AGM date the Committee realizes that there won't be any contested Committee roles, then the existing zoom account is sufficient as a platform.

We cannot choose a priori a platform that limits participants to just 100, because if we may have more than 100 people wishing to participate, and with numbers becoming limited because of our choice of voting platform, then it is not inclusive. A solution would be to spend around £50 and upgrade the existing zoom account, as to make it include more people than the current 100. It is important that the Committee operates in the best possible way for the Club and that the votation takes place in a secure and transparent way, where every Club member has a voice and a way to vote.

Discussion on whether we may use the survey monkey account, as there is available the survey account that the International Trip committee has been using for all their surveys and which the Club has been paying for. What we need to find is a platform that will exclude the possibility of allowing any of the Club members to vote twice. Votation may start taking place on the same day of the AGM, and by the time we start with the AGM we may already have gathered the results and simply announce them there and then. The way the votation was conducted during the last AGM was extremely fast, efficient and guaranteed transparency and protection from any possible mishaps.

Action to be taken: JKk is kindly requested to please have a look at all available platform options that may be used for the AGM elections and the consequent voting procedure and to please report back to the Committee at the next RCM.

Races Update (RS)

The Race Secretaries are in contact with DA and TC about the Club Championships, as to update the results and have them uploaded on the website.

A relative announcement will be going out to membership in the following days giving everyone the opportunity to submit any results they may have from any other race they have participated besides the Club Championships, and that such results should be submitted by the end of February.

Discussion on the England Athletics survey, requesting to comment on the gender initiatives relative to the Cross Country. Membership should be encouraged to respond to this survey as equality is an important subject in general and for LFR in particular.

The Championship Club awards will not be given out in person this year but we could do this as a live or a recorded event. The suggestion is to have this event taking place together with the AGM, so as to have more people participating on the day of the AGM. It will be a good platform which could potentially work very well, attracting members for the award ceremony, which could go on while members are voting. If the AGM starts again at 7.00 pm, we could already have the results and announce them at 7.30pm and if there won't be any contested roles, then we can do the voting through zoom, like in the last one. Coming back to the Club Championships event, we will definitely endeavour to have a separate award ceremony in the future, as it is much more fun and celebrates the members efforts, just we cannot have this happening this year, due to the circumstances.

Publicity Update (P&C O)

There are not numerous updates, there is a steady continuation with the LFR Book Club, which is very successful and for our next Book Club meeting the author of the book which has been suggested, Patrick Gale, will be joining us in the conversation, and we are also continuing with the Saturday step challenge,

What we may need to do is write about the updates relevant to the current lockdown and post it on the ebulletin.

Another subject which we have tried to bring forward has been the design of new leaflets for the Club. We have asked in the ebulletin if there is anyone who might be interested in helping us out but there hasn't been any response from membership. At this point, what we could do would be to put something together, on a non technical platform such as powerpoint, for example, so at least we could already have something simple in place and then have someone with experience in the sector pick it up and make it look a bit more professional.

Action to be taken: AC is kindly requested to please create a mock-up model for the LFR leaflet and then pass it on to JK, who in the meantime will be enquiring if anyone from his team at work would be available to work on this prototype for a couple of hours

Discussion on the need to make it clear which Committee members are planning on stepping down. All Committee roles are going to be available, as every Committee member is stepping down but some of the incumbents are stepping down definitely, without wishing to present themselves again for re-election.

Hereby follows a list of current Committee members and their intentions in regards to the forthcoming elections:

AD is definitely planning on stepping down.

KFP is definitely planning on stepping down.

JK is definitely planning on stepping down.

AR is definitely planning on stepping down.

SM is not entirely sure, they are principally planning on stepping down unless there will not come forward a candidate, who will be willing to take over the role.

AC, with three years of producing the ebulletin are naturally a bit tired of the current role and could be either stepping down definitely or considering the prospect of presenting themselves for a different Committee role.

DB had all their plans for every social event cancelled and are 75% positive of wishing to present themselves again as a candidate.

CBP is also 75% positive that they would like to present themselves again as a candidate, although they recognise that it is a great commitment of both energy and time.

JKk is not entirely sure, they are about 50% sure at this point whether they would like to present themselves again.

EK is also not sure of wishing to definitely step down and would probably commit to fill a vacancy in the Committee for another year.

There has also come forward one person for the male Race Secretary role, FC.

There are currently two potential candidates for the role of CT, CH and JH. They need to be kept interested and encourage both of them, making them also realise that several of the Committee responsibilities are overlapping from one role to another, so there is the possibility that they could always present themselves for a different role. Members do not like to present themselves for a contested role, they are much more willing to come forward if the election is not contested, though they should feel free to stand for every role.

We are going through a really strange time, it is very difficult to make any planning for the next year, with all our usual races having been cancelled and no trips away and with very little enthusiasm during this 4th lockdown, but some of the Club activities will resume around March and there is a possibility that all Club activities could be restored as what had been before the pandemic, so we could all be looking forward and have nine months of an excellent Club Year ahead and it is going to be an even better, fun year, when everyone will be coming out of the pandemic and feeling energetic to resume their running in full.

Membership Update (MS)

Invoice regarding WebCollect numbers, the invoice is still as outstanding and we need to contact WebCollect, even though SM did some clearing up, removing all those who are not Club members.

Action to be taken: AD is kindly requested to please contact WebCollect in regards to the above

MH, as has been announced via email, will be carrying on remotely with the coaching administration and hopefully they can return for good in April.

Club Secretary

Discussion on a potential AGM date

I would like to propose Thursday the 18th of March as a potential date for the AGM. Thursday because if the general situation has improved considerably by then, we could potentially organise an LFR Social the day after, on Friday the 19th of March and celebrate.

And the 18th of March because that will leave current Committee members and newly-elected Committee members about two weeks before the end of the Club Year, enough time for a well-planned and productive handover.

The Committee is kindly requested to please bear in mind the Farewell Committee Dinner, which could also be a lunch, and the further we put it down on the calendar, the more possibilities we have to have it actually taking place.

If the weather is good, we could even have this taking place outside, in a park.

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

8.35 pm