



**LFR**

**Regular Committee Meeting**

**Tuesday 12th July 2022**

Co-Presidents: Ashley Harwood (AH) and Andrew Corti (AC)

Club Secretary: Christos Bitzis-Politis (CBP)

Club Treasurer: Roger Kennedy (RK)

Membership Secretary: Geoff Hicks (GH)

Races Secretaries: Denis Gorman-Zennaro (DGZ) and Francis O'Callaghan (FC)

Publicity & Communications Officers: Stephen Tomaszewski (ST) and Gareth Fletcher (GF)

Social Secretaries: Eva Kucich (EK) and Charlie Abrines (CA)

**Agenda**

**Social Activities Update**

- Christmas Party Options

**Financial Updates (CT)**

**Races Update (RS)**

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

**Membership Update (MS)**

**Club Secretary**

- Short Updates

**Co-Presidents**

**AOB**

Chair: AH

Minutes: CBP

Apologies: AC, CA

### **Social Activities update (SS)**

As you know CA and I have been working on providing some options for the forthcoming Christmas Party. This time we want to organise an event a bit differently from what it has been in the previous years, so a sit-down, more formal type of dinner, is not being considered as an option. We believe that it is going to be considerably less hassle to organise an event when members are not seated and at the same time it will offer members the opportunity to go around, talk to other members and meet new people, instead of being confined in just one place for most of the evening. So we are planning on organising a standing just canapées meal where each member pays for their own drinks, alcoholic or non-alcoholic. We also want to book a venue where we can extend our stay for some dancing, and not have a repetition of what happened last year, when they had promised that they would have been open for LFR until 2am but they started showing people out shortly after 1am.

In consequence to this, CA and I have been considering these four options:

#### **First Venue**

The first option is the Steel Yard, a night club which is close to Cannon Street Tube Station, so it's very central. They can remain open until quite late in the morning hours but there would be the extra cost of hiring a DJ for the duration of the event, which comes at about £500. 5 canapées would cost £21.00 + VAT per person, whereas 10 canapées would cost £27.00 + VAT per person. Sadly we would have to automatically rule the Steel Yard out, as the minimum bar cost is £10k, which means that if we even manage to have about 200 members coming to the event, which I don't think is doable in the first place, as the highest number of attendees we have had on a Christmas event is about 180, if 200 members would come, then each would be asked to spend £50 on drinks alone. And this does not promote the spirit of inclusivity we would like to achieve this year.

#### **Second Venue**

The second option is The Thames Riverboat Cruises, organising a ship cruise down the Thames. They happen to have a vast experience of organising events for clubs like ours, meaning for running clubs and fitness clubs and they can offer a relatively inexpensive dinner per person, there are two options for a hot buffet at £22.00+VAT per person and at £24.20 +VAT per person. The boat seems to be a really nice idea, the catch is that there is a

price of £4K for renting out the boat as such and tickets for the event would need to be sold to non-dinning members as well, and it probably wouldn't seem totally fair for those who have already paid for the buffet, to have to pay for the hire of the boat. The trip down the river would start at Tower Bridge and there would be another £1100 for having a DJ and security.

### **Third Venue**

The third option under consideration is Dear Grace, which is also the most economical option but it is quite out of the way, compared to the other venues, being located about five minutes on foot from the White City Tube Station. Out of the way is also subjective, but let's say that it is not right in the centre of London. They are willing to accommodate LFR only until 1 am and then there is really nothing available in the area where we could go and dance the evening away, it means that everybody would have to travel back in to town. The pros are that it has a very reasonable minimum spend of £6000.

### **Fourth Venue**

The last option, which is probably the one we are mostly considering as a possibility, and the one which we are going to be visiting on Thursday afternoon, in order to check out the space, is Fare, which offers something different in terms of food, as it has 1/2 Pizzas and five canapées for £35 per person or 1/2 Pizzas and seven canapées at £40 per person, and they seem really exciting, with interesting platters and not the conventional canapées and pizzas that one would get elsewhere. The venue is in Old Street, so in a location that can offer other options for going somewhere afterwards, and the only concern is the size, whether it can adequately contain all members.

In the email that was sent out, and in order to be able to have all this within some relative context, the minimum spend last year was £12k of which £5.5k was just on the bar after all tickets were sold. This was not really an issue from the very beginning, as the £12k target was already reached by midnight, but the price for the seated dinner food was higher than has been offered at most of the venues mentioned and we would definitely like to make this year feel much more inclusive, in financial terms as well.

Discussion on the above venues, judging pros and cons.

In addition, from what we have seen and been assured by the people we have spoke to, all venues can accommodate about 200 people but it naturally depends on the different layouts and how we can manage to combine a more quiet area for socialising with a more animated area for dancing. Fare, which is the one CA and myself are most positive about, is on two levels, so one could potentially have the DJ upstairs or downstairs and thus create a more quiet part, for members to mingle freely and socialise. At this point I would also like to mention that the Fare managers have been very collaborative and the most communicative from all other venues, always replying back promptly, which shows a good level of

professionalism. The dates for three of the venues, the Thames boat, Dear Grace and The Fare are for Saturday the 26th of November, whereas the Steel Yard is available on Friday the 2nd of December.

The Committee is persuaded and very much willing to follow the suggestion of the SS and in consequence agrees to choose option 4, depending on what will be reported back.

Discussion on the Pride Run weekend and the organisation of social events relative to that event.

AC has been working on the suggestion of sending out a number of official invites to all the FR clubs in the UK, inviting them to attend the Pride Run. In consequence and in the spirit of hospitality, we would like to provide some events for the visiting Frontrunners.

A suggestion would be to have the boat trip down the Thames as a good solution for all the visiting Frontrunners, especially if we are not going to have this for the Christmas party, we could offer them a boat trip as a social on Friday or Saturday evening (EK)

Based on what I know from other similar events when organised for visiting Frontrunners by other FR clubs during their own events, like for example the Saint Valentin race organised by the Paris Frontrunners every year or what the Copenhagen Frontrunners organised and hosted last year for other Frontrunners visiting the Euro Games, the general idea would be to have something to offer to the visiting Frontrunners for Friday evening before the race, like an inexpensive seated meal of some sort, then on the day of the Pride Run there is already an event organised by the Pride Run Committee and taking place immediately after the race at the People's Tavern, in Victoria Park. After this event is over, and needs to be mentioned that this event goes on for a good part of the afternoon, we could then potentially organise something similar to what took place two years ago, when there was an LFR social organised at The Glory, or organise a social for drinks somewhere more central, like The Retro Bar or the Duke of Wellington in Soho. It does not have to be a seated dinner, just drinks. Then for Sunday morning what we could do is organise a brunch. As on the Saturday of the Pride Run, the Hyde Park run and walk will not be taking place, and in consequence to this the brunch on that Saturday at Hotel Amba will also have to be cancelled, we could just have the visiting Frontrunners coming for brunch on Sunday at the Amba Hotel. Amba Hotel staff are extremely accommodating, and we wouldn't have been imposing by asking them to organise something extra for LFR, they would simply have to accommodate the visiting Frontrunners on top of their normal clients on that day, albeit at the reduced price they have set for LFR. In all honesty I don't think that there are going to be so many visiting Frontrunners from the UK to justify the expenses required for a boat-trip, we still do not have precise numbers for the visiting Frontrunners and there are just a handful of members who have voluntarily offered to accommodate visiting Frontrunners, but I don't really think that there will be more than 20 in all (CBP)

I agree with what has been said and would also like to suggest that we organise something simple, the Friday evening event does not necessarily have to be something grand, an excellent alternative would be to organise something that very often takes place before a race, a carb-loading meal. Accordingly what you could easily do, would be to book a table for everyone at a Prezzo or at a Pizza Express, as such venues are normally quite large and able to accommodate large parties and also there is definitely something for everyone on their menus, without having to go through a more elaborate research on a venue for that evening. (GH)

Given the current financial situation around the world and the disparity of income and also the financial situation of the Club, the best option seems to be the most economical as well. We would like to make this forthcoming Christmas event feel as inclusive as possible, taking into consideration people with low income and students, and I think that this is going to be achieved by not organising an expensive seated meal.(EK)

Accordingly the Committee agrees with what has been suggested by the SS in regards to potentially booking the last option, the Fare, and the Committee feels that the sooner the venue is secured and booked on the agreed date, the better.

The Committee expresses heartfelt thanks to EK and CA for their great efforts and thorough research on this subject.

**Action to be taken:** the SS are kindly requested to please update the Committee after their meeting at 12.30 pm on Thursday in regards to the venue

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

The LFR finances are currently at a very good point, with a very healthy balance and a robust reserve in the bank, most of the attendees of the botched drag-show in Lisbon have already been refunded, and to that purpose there has been refunded the amount of £1500 until now, though there are still ten members that still need to be refunded, I have tried to engage with them but they have not responded until now. Being refunded by the drag artists has been quite problematic, as there has been no response at all on their side, regardless of all the emails sent to them, there has been no reply at all on their side. Thinking that they may have an issue of cash-flow, we have also suggested a payment plan spread out over a longer period to facilitate them, but there has been absolutely no engagement at all on their side. Hopefully the appeal on the ebulletin could prove to be of some use, as the Club needs to get someone who has some foundation to pursue this issue, and it looks like we will have to proceed by raising a Small Claims Court claim, in addition to trying to procure a solicitor who understands European Law; just to mention that MH has very kindly agreed to unofficially support LFR in the above As AC has pointed out, LFR does not seem to be the only ones in this situation, judging by some comments left on Tripadvisor.

The Club is currently using GoCardless for its on-line transactions and GoCardless happen to charge the Club 20p for each transaction with every member, so this comes to a significant amount at the end of the year, if one considers that there are more than 500 members, and it is not just the registration fees but also the purchase of vests. So I am having a meeting with them next week, in an attempt to try to bring down the whole amount that they charge per transaction..

Discussion on the pro rata payment of the registration fees.

The pro rata clause was changed based on a Committee decision which took place in one of the last meetings last year simply because those who were becoming LFR members within the last three months of the Club Year, ended up paying a ridiculously small amount, the whole amount they had to pay was about £25, out of which £16 were destined to go to England Athletics, so the Club ended gaining less than £10, so that was a truly minimal contribution compared to what the Club offered to new members (GH)

On suggestion would be to divide the system into quarters

In case the Committee decides to reverse to the pro rata clause in August, as has been planned out at the beginning of the Club Year, then members joining in August would be paying what has already been agreed in advance as the amount appropriate to pay for fees for the rest of the Club Year, and that would make sense.

## **Races Update (RS)**

LFR was very successful at the Eltham Park event, the Club had the Age Grading 1st, 2nd, and 3rd position, in the individual men's race and in the men's team rankings team prize, then HR who won the women's V35 prize, DG who won the male V40 prize and RD who won the male V60 prize, it was a fun atmosphere overall and it all went really well. So this was a very successful event.

The Charlton Park Run is coming on this Saturday and we are expecting to have a nice turn out for this event as well.

In regards to the Battersea Mile Relay, LFR has registered 11 teams but in order to have this complete, we are currently short by one, teams have already been entered and paid for and a specific communication has gone out to all attendees, that if they pull out of the event, then they will be asked to refund the Club the registration fees paid on their behalf. In addition to

the one person that we are looking for to race, it could be useful to have another one or two as stand-by in a reserve list.

The Bridges Relay organisers have now changed the event date, at a first moment the event's date coincided with the Big Half, but now it has been changed and the event is currently meant to take place towards the end of August, on Wednesday the 24th and somewhere in east London by the Greenwich Peninsula. Historically the Club has paid for registration fees on this event, there are going to be teams of four for men and teams of three for women, we are planning on putting this out on the next ebulletin to see how many members would like to participate and we will be keeping you updated.

In regards to the Track Race Events that we are coordinating, we would really like to make them feel like everyone is included, this is something very important and we would like to reassure all members on this. In regards to the 10k event, only four members have entered this so far, and it is quite understandable, it is not only something new for the Club but it is about 25 laps around the track, this is the Ladywell event on the 21st of August.

Then LWS has kindly informed us of a 5k track race, we will get more details on this event out on the ebulletin and get to see if there is any interest, if not for this year, then this is definitely something that we would like to include or repeat for the next year. This shorter event is on the 3rd of August in Willesden.

Discussion on the existing London Marathon Club places eligibility criteria and on how we can try and make it fairer to all those who have been offering volunteer support to the Club for a number of years but on the year may fail to do some of the events included in the Club Championship.

The Committee finds these concerns in regards to the selection criteria for the LFR London Marathon Club Places on behalf of the RS as objective and legitimate and the criteria in need of a general review.

For reasons of transparency and fairness, all suggestions should be presented to the Club Committee timely and then in due course be communicated as promptly and as clearly to membership, as the phrasing to be used and the communication to membership will play an essential role in the whole review.

Suggestions brought forward by the Committee:

Incentivise more Club members to present themselves and to stand up for a Committee role by potentially offering an extra point towards the accrument of points for a Club Place, if the candidate happens to be a Committee member for two years in a row. In consequence this would encourage Club members to stand up for a Committee role, it will generally enhance participation and commitment towards becoming a Committee member, while at the same

time it would be offering some type of reward to Committee members, who do put incredible effort and spend a great amount of their personal time to sort Club issues out over a whole year (CBP)

One should also consider as a very reasonable addition to the general eligibility criteria and probably as a basic requirement that a person applying for a Club Place should be a Club member for two or three consecutive Club Years (ST)

**Action to be taken:** Race secretaries are kindly requested to have some suggestions for revising the London Marathon Club Places eligibility criteria and present them to the Committee for discussion

For the 2022 event, the candidate who has accrued the most points is RD.

Discussion on the Club Places electronic application, as it did not generate any confirmation emails, for any of the candidates and this needs to be checked in advance of the next event.

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

Nothing significant to report, everything going smoothly

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

From the Club Membership point of view, things have been going really well, we are at 471 members at the moment, plus another 10 who have registered but whose payment has not gone through yet, and there are about 100 members who have not renewed. There was a list of 114 members who have not renewed, 14 of which I am planning on dealing in person with, as there are some administrative complications, and many thanks to CBP for his efforts on contacting the remaining 100 on the spreadsheet. In regards to the Club not retaining women in particular, I believe we are not doing any less or more so than retaining men. About 10% of our members are identifying as women, and about 10% of those on the spreadsheet who have not renewed are women, so statistically, this would be the number of women you'd expect not to renew as a proportion reflected on the whole of membership.

Those who have not renewed, will still need to be deleted from FB, whereas e-bulletin deleting is not going to be as straightforward a task, as you need to match existing lists of members, as WebCollect is completely out of date in regards to members receiving the ebulletin, there are people who have been receiving the ebulletin without being a member, so there needs to take place so matching up first and take them off the ebulletin list, before we proceed into completely deleting them off WebCollect. There is currently no central record of who wants to receive the ebulletin and who does not.

**Action to be taken:** CBP is kindly requested to check which of those included in the FB Triathlon Group are not currently Club members and to have them removed from FB



From those included in the spreadsheet shared by GH, many have replied immediately, mentioning that they are going to renew within the day, which they have, some said that they are going to do it during the week, and some have responded saying that they would have loved to return to LFR but they are currently injured and thus unable to run. One suggestion that I would like to put out to the Committee is that all those who have replied as being currently injured, how would the Committee feel if we were to continue sending them the ebuletin, making them still feel part of the LFR family and in the hope that when they are feeling better, we will be happy to see them back running with us. The cost is sending about five to seven ebulletins to five or seven ex-members, meaning that there is no actual cost to the Club, whereas there are only benefits in showing understanding and support to ex-members' current circumstances, in addition to the possibility of having them becoming members once they are better.

The Committee responds positively and agrees to the above suggestion.

**Action to be taken:** CBP is kindly requested to please liaise with GH in regards to the above

## **Club Secretary**

### **XC Updates**

HR and NC and going to deliver a handover to JR, MT and KK.

As Matt said that there aren't any available coaches, the tester session will take place as organised by the new XC Captains, in September.

Discussion on the male identifying XC Captain candidates.

Committee suggests that each of the two existing candidates should write a short statement on why they want to become the LFR XC Captains and what they think they can bring to the Club. These statements will be shared among Committee members and a final decision will be made by the Committee.

**Action to be taken:** CBP is kindly requested to contact KK and MT, in regards to the above

Discussion on the LFR gazebo. The LFR gazebo is unmanageable, the Club may need to buy a wheeled contraption which will help the team move it around in a less tiresome way.

RD has agreed very kindly to store the gazebo in his storage room and transport it with his own car to every single one of the fixtures for the forthcoming season. In my opinion it is only fair that the Club proposes to have the petrol expenses at least covered.

The Committee is more inclined to reward this with a Gift Voucher at the end of the Xc season or even to offer RD a free membership for next year.

### **Victoria Park Changing Venue Saga**

The saga might be coming to an end, and a positive one, as there is the Victoria Park Community Centre available and willing to host LFR, by providing a safe space as a bag-drop. This is a secure building immediately adjacent to one of the Park gates, there is just a bag-drop, provision of loos and a kitchen in case anyone would want to make a tea before the run or after. Those managing the venue are both very friendly and welcoming and they would be happy to have LFR being part of the Community. The only thing is that because this is at a different spot from the one we are using now as a meeting place and for the Circles, we will need to move the Circle to the Community Centre.

### **LimeLight events launch of collaboration and volunteering**

This is a collaboration that has been launched thinking that it will be of benefit to LFR and in particular to the LFR triathlon section. After providing volunteering services to their events, there will be donations on their part or the option for members to have free/discounted places at Limelight Sports Clubs events. In my opinion it would be best to have a bit of both, although having more places would mean a better incentive for other Club members to join triathlon events and it would also mean a bigger support from LFR towards the triathlon section.

There are three LimeLight events left for this season: The London Triathlon taking place on Saturday the 6th and Sunday the 7th of August, with most volunteering roles on the Sunday, and to which some members have already signed up to race it. Then there is the London Duathlon on Sunday 4th September, which is out of the question as it clashes with the Big Half and some LFR members are anyway participating at the event as athletes, and then there is the Oxford Half Marathon, on Sunday the 16th of October, which is after the London Marathon and after the first XC Fixture at Claybury and the organisers are checking on facilitating the transportation of LFR volunteers from London to Oxford.

I have a meeting with them this coming Friday and I shall be keeping the Committee updated.

### **Co-Presidents**

#### **Micro Rainbow**

I met with Micro Rainbow, the nominated charity of the Pride Run 10k who support LGBT+ refugees and asylum seekers. We discussed LFR supporting them by welcoming some of their beneficiaries to our runs. They have other activities on Mondays and Thursdays so Wednesdays and/or Saturdays would work best for them.

The Club could take one or both of two approaches: support individuals to attend runs over a period of time and/or have nominated runs once or twice a month to invite groups. A dual approach may work as different beneficiaries may want different things, e.g. may or may not feel comfortable coming on their own for various reasons such as race / gender diversity.

We would need to nominate some people to do a safeguarding course but this is a short online course (approx. one hour) so that we had one trained person per run. The focus of this was around enabling the trainee to identify potential problems rather than solve them. Micro Rainbow would send a staff member for the first run and occasionally thereafter to ensure everything was going smoothly and provide any support and advice.

The main barrier is probably a financial one. Micro Rainbow could probably support transport costs but would need to think about running kit, and it was doubtful whether beneficiaries would be able to afford the social afterwards which may make them feel excluded from a key part of the event. When we had previously talked to Say It Loud about something similar, Tasos had come up with the idea of setting up a scholarship fund by asking members to donate (the original idea was to ask for a donation on top of membership renewal).

Generally Micro Rainbow were very positive about this as an idea and felt it could provide valuable opportunities to some of their beneficiaries to improve their mental and physical

wellbeing and integration into society. They would seek to ensure that anyone attending was likely to be comfortable and not cause any issues that we couldn't deal with.

Could the Committee please discuss, in particular whether / how we could integrate them into the social part of the run? (AC, in absentia)

One of the issues which is still unclear, is do we have a guestimate on the number of people that would turn up?

The general feeling is naturally very positive to support a charity but at the moment there are a number of Club members who are not financially secure and they are coming to the runs but then they do not come to the socials, simply because they cannot afford to. Although it would be wonderful to support a charity, the Club should not necessarily be enthusiastic in starting a fellowship for a charity when some of our own Club members are obliged to avoid social events due to their financial situation. I believe that, without excluding Micro Rainbow, LFR should be looking much more into supporting Club members (GH)

The current cost of living is very challenging, this is a new idea but these are hard times, if we are planning on launching such initiative, I am also on the opinion that we should be looking into supporting more our members (ST)

What we could do is create a type of supporting scholarship for Club members with money donated by Club members, and what has been raised is matched by Club funds, meaning that one part goes towards supporting Club members, and some of the funds raised go towards the visiting refugees (DGZ)

The Committee had an almost exact same conversation last year, when we were discussing this same subject but with a different charity, though again it was the very same idea of supporting refugees by empowering them to attend Club runs and socials, and what would have been the best way of implementing one of AK ideas, in creating a donation fund for Club members who are not financially robust. One of the issues that incidentally was never resolved over these two meetings was what would be the criteria that the Club would be using in distributing these funds to members. Some members may be registered as unwaged, but that does not necessarily nor automatically mean that they would accept any type of financial support in the form of funds coming from LFR. We definitely want to support members and we definitely would not want to offend them but this is in my opinion a somewhat delicate subject and we would need to think about it very carefully. My main points are: how to distribute these funds, meaning that there should be established some very clear criteria in advance and b. How to communicate this to members (CBP)

## **Meetup**

I have created a Meetup account however this has thrown up a number of issues and questions about how we set it up to work best for us which require investigating and working through, for example the default setup gives us no access to anyone's email address / DoB / phone number and it's possible to set up profiles with no proper name (e.g. Janet smiley face emoji) which would make it impossible to check who was a member against Webcollect. As such we are not currently approving anyone to join the group yet. We believe the issues we have identified do have possible solutions, we just need to find them (AC, in absentia)

Can P&C send through some images of LFR runners at runs to use in the individual run events (like we did with Spond)? **Action to be followed by P&C Officers**

Discussion on MeetUp.

We shouldn't start with the idea that MeetUp is going to be an exact substitute for Spond. Adding non-members on Spond has had great practical benefits for new runners and offered them plenty of information but it created lots of admin issues in the long term and it would be best to avoid all this hassle this time on. In my opinion MeetUp should be principally used for and by fully paid members, so we can keep track of membership (GH)

Members will be asked to join MeetUp, and this can be done by having a couple of joining questions at the beginning: are you a fully paid member of LFR, would be the first question, and the second could be along the lines of: what is your UNR, so members can be associated to their personal WebCollect account, in order to be able to verify their identity, even if the email address that they are using does not have any apparent connection to their name and family name, which is very often the case.

It is for the Club Committee to define the purpose of MeetUp and how it should be used and we should be using it for facilitating communication among membership and LFR. It should become a useful communication platform and we should also try to minimise the admin requirements as much as this is possible. It should not prove to be a lot of work for the admins. The suggestion of having two joining questions makes sense, MeetUp should be used primarily as a platform of communication for Club members and we could also have a public group for new runners within the group itself, so that new runners could sign up to this public part of the LFR page and be informed on last minute cancellations and such, but without having access to the part that will be reserved for paying members. So new members could sign up to the runs, we would be informed on how many persons will be attending a run, who they are and at the same time we could also keep track of membership for Club members.

### **Pride 10k Run**

I have reached out to other UK LFR clubs asking them if they are planning to attend or whether groups of their members are. (AC, in absentia)

Could Social Secs please think about organising a social Fri evening and / or Saturday evening to support this? It doesn't need to be anything fancy, just an opportunity for everyone to come together. The post-run social on Saturday afternoon at the People's Park Tavern will be organised by the Pride 10k Run committee. I have asked the other clubs for estimated numbers

This subject was discussed above under the SS Updates section.

### **Triathlon**

AH and I met with CA who is endeavouring to speak to ACn this evening to see if we can get a link person established to connect the Tri group with the rest of the Club.

### **Kit / Vest**

I think we have the following options:

- do nothing

- change the vest to a more modern one but keep the same design
- go all the way and change the vest and the design. This would provide an opportunity to create a joint design with the Tri group.

In my opinion option 2/3 plus look at other merchandise at the same time with a consistent design theme. Other LFR clubs (e.g. Manchester, Leeds) offer a range of merchandise using a third party fulfilment supplier.

We should not underestimate the size of the effort required for 2 or 3 and would need to form a subcommittee (ideally in my view not comprising any of the current Committee members) to do this, reporting to the Committee. This is (I believe) what was done last time. TK has offered to act as a "brand manager" to oversee the coordination of the design side of this with LFR logo images etc. which uses his professional skill set though in the interest of transparency we may wish to advertise this "role".

I would support option 3 as a way of a) re-integrating the Tri group with the rest of the Club, b) updating the technical elements of the vest (as DGZ says, technology has moved on since we selected it), c) giving LFR a better and wider merchandising offer to replace our current very ad hoc approach to hoodies, bobble hats, socks etc.. We could register the old and new vest for a transition period to avoid forcing members who recently bought a vest to buy a new one, and would have to run stocks down (like we did last time), but let's not get too involved in the details now (AC, in absentia)

Discussion on the subject of endorsing two vests.

Having two vests of a different design being used at the same time within the Club is something that is going to definitely divide the Club in two and this should be avoided at all costs.

There should be a design that is used by everyone in the Club, the tri team included, and this design should fulfil everyone's expectations and requirements as much as this is feasible. I still don't understand why the tri team is using a different design in the first place.

There has already been created a sort of alienation both among Club members, who have no idea what is going on in regards to the two vest circulating at the same time, have not had any clear communication from the Committee, some members were wearing the vest suggested by ACn and though that this is an official vest, although it is still pending approval by the Committee.

There has also been some distancing between LFR and the LFR triathlon section, with the Committee being apparently presented as the "bad cops" in this situation, which is both unjustifiable and unfair. Two members appeared at the Pride March wearing the tri vest and I had to remind them that this was not what was clearly communicated in advance and that the vest they were wearing had not been endorsed as an official LFR vest. The issue was easily resolved as we managed to find a spare LFR vest for each of them.

What we need to understand is what members really want, at this point the simplest way to go forward is that we could create a poll for membership asking them: do you want a new club vest, and based on the numbers that we get we should follow accordingly.

I don't think that creating a poll is necessary, there is definitely a consensus on this subject, first among Committee members, as we have discussed this in our previous meeting, that

we all would like to change the existing Club vest, and the same applies to most of the long-standing members, who have been using this vest for about eight years now. New members would definitely want to have a different vest, based on how excited they were at the prospect of a second vest, so I think most people would be favourable in having a new Club vest. But of course creating a poll will give us the certainty that this is the right way to go.

During these past few weeks I am under the impression that there have been some hard feelings between some members of the Committee and ACn. In my opinion we should try and do our best in trying to bridge this potential gap. It needs to be made widely known that we have nothing specific against this particular vest nor ACn. There has been some misunderstanding between how some communication between the Co-Presidents and ACn was perceived by ACn, which in consequence made ACn contact EA and register the tri vest officially as a second LFR vest. This miscommunication should not be repeated because what we want is to work collaboratively with the tri team. Also, if there has been some hard feelings between Committee members and ACn, this should absolutely not be carried on to Club members, as our role is to keep all Club members undivided, integrated and engaged.

On the other hand I don't think that this has been explicitly explained to membership at all, and members are currently under the impression that the Committee is just creating an obstacle into ACn initiative for no apparent reason.

I agree with what CBP said that we should work collaborative with the tri team and we should also invite them and include them to a Committee meeting, we should try and engage more with the tri team as we often have no idea of any of the tri activities, their communications are often limited to just the tri FB page, we have no idea of what are they doing and sometimes it does feel like a separate club within the Club.

The main reason for not wishing to endorse the tri vest as one of the formal LFR vests is that its design makes some members uncomfortable wearing it, and by uncomfortable we mean that these members do not feel safe. Although it is fine and empowering to wear the rainbow colours in large events such as the pride March, where there is some relative safety among numbers, it does not feel equally safe wearing the rainbow colours when running in Hyde Park during the winter months, or when racing abroad, in a country where a member could face a homophobic attack based on what they are wearing.

The tri vest does make a specific statement and it does make one feel exposed, and potentially vulnerable.

There have not been reported any such instances by any of the tri team when wearing the tri rainbow suit but we believe that it is within the Committee's duty to try and minimise any such possibility of an unpleasant homophobic incident ever taking place, and if even one Club members does not feel safe wearing it, then it cannot be officially endorsed.

The Committee's formal position at the moment is that any discussions on making the tri vest an official vest have been put on hold.

The best way to follow would be to wait and see what CA has to report back based on the conversation he has had with ACn and accordingly follow.

Even if ACn does not wish anymore to be involved in the vest conversations, there should be an alternative tri representative, whom the Committee could work together with as there is an appetite to change the vest.

**GBR** - I am still trying to sort out the van hire charges. Kendall have accepted that they have overcharged me in at least three different ways but need to agree to a refund amount. I am also trying to get compensated for the vans not being in the right place (AC, in absentia)

Update on the I&D Champions (AH)

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