



**LFR**  
**Regular Committee Meeting**  
**Thursday 9th March 2023**

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**

Financial Updates (CT)

General LFR Budget discussions and launching of discussions on:

- Coaching Budget
- GBR Potential Subsidy
- Further Subsidy Potential (low income runners, etc)

Races Update (RS)

Publicity Update (P&C O)

Discussions on existing Committee gap & further plan of actions

Social Activities update (SS)

Membership Update (MS)

Club Secretary

Co-Presidents

- LFR Website Update
- GG Update
- GBR Update

AOB

Chair: AC

Minutes: CBP

Apologies: AH, CA, EK,

## **Financial Updates (CT)**

### **Discussions on the total loss of the International Trip reserves.**

Over the years there has been a surplus of about £8000 accumulated from all previous International Trips. This has now been completely lost, in addition to having also spent about £1800 of Club funds, as the Club had to chip in from its own funds in order to be able to refund all members and also to spend a certain amount of money on legal fees in order to try claim and recuperate what has been lost. In theory what now needs to be done by us present as the Club Committee is to either sign off this loss of £9,000 completely or to request from the International Trip sub-committee to pay this amount back to the Club gradually over the following years. I would like to bring to your attention that this has been an exceptional loss of funds and this whole case has been quite exceptional as whole and unprecedented in the history of LFR. It is important that we continue forward and it is important that we formulate the way that the Club is going to continue forward on this subject for the following years. My recommendation to the Committee would be to completely sign this loss off, as a one-off occurrence and this recommendation is based on the current Club finances, which are robust and show no signs for any concern whatsoever (RK)

The International Trip sub-committee represents an important group of volunteers for the Club and the Club has always supported the International Trip sub-committee over the years in all or at least most of its previous decisions. On the other hand this has been a serious loss of funds, the whole International Trips surplus that was accumulated over the year is now entirely lost and in addition the Club has had to inject some further cash, the amount of which is about £1860, to bail the International Trip sub-committee out. Signing off this amount should be accompanied by a number of concerns first and considerations secondly, that nothing similar should ever occur again and with the uncompromising application of a number of parameters that would assist all of us to avoid this from happening again in the future. (CBP)

Starting from this year we feel very confident that the International Trip sub-committee will start building up reserves and that in the next five years there will be sufficient funds to have reached the previous International Trip reserves and to reimburse what was lost back to the Club. (RK)

Just to make this clear, these reserves have been created over the years by the International Trip sub-committee by not having spent in its entirety the budget of what was supposed to be spent during one trip, then this surplus being reassigned over to the next International Trip, and so forth. Sometimes members may have been overcharged by the International Trip sub-committee for an event, or a function has not taken place, the money saved from this has been put aside and have gradually created these reserves. It also needs to be said that this tactic, which I don't know whether it was done intentionally by previous sub-committees or it just happened, has been providential and extremely advantageous in this case.

Discussions on whether the above discussed loss of funds could be formulated as a loan.

Considering the Club's current financial position, my suggestion would be to write the amount lost off, as this has been an exceptional incident, but with the provision that in case of any future losses the International Trip sub-committee will repay such losses immediately to the

Club meaning that any financial mistakes that will occur in the future will have to be repaid in full to the Club (RK)

Discussions on how to improve the communication between the International Trip sub-committee and the Club Committee.

All communications from the International Trip sub-committee have been insufficient, not just in this last year but also previously, it is a common phenomenon and it usually depends on who is the person chairing. Over the years the Club Committee has failed to receive important information in regards to the International Trips. This information should have been proactively supplied in the first place and there have been instances where the Club Committee has absolutely no idea who the members of the International Trip sub-committee are, what is that year's exact budget, how is this budget going to be spent and what are their general plans (AC)

Having an MOU is a very good start but the International Trip sub-committee needs to take the MOU into consideration and to read it, in order to be able to apply it afterwards, as it has been created for a reason and it should be both followed and respected by all those involved. I also feel that the way certain aspects have been treated previously need to change and there needs to be some consistent exchange of communication and some inspection and scrutiny in regards to important financial matters (GH)

It needs to be said that regardless of what the expectations of the International Trip sub-committee were, should have been or are, two things need to be considered, that the Club Committee is ultimately responsible for everything that happens within the Club, and that includes every other volunteer. None of the Club volunteers is an independent entity with the exception of Minesh Patel, who is completely autonomous as he is ultimately not an LFR volunteer in the strict sense of the word, and everything else that everybody else of the volunteers happens to do, needs to be known in advance through communication, needs to be approved and potentially authorised by the Club Committee. Our intention is never to micromanage, but we need to know what is going on, subjects news to be questioned, discussed, reviewed and checked. We are all volunteers but the Club Committee happens to be the volunteers elected by the members and are those who need to make sure that everybody else within the Club is working towards what is the best for the Club and its members. Yes, undoubtedly there have been some failures in communication on both sides, we are all volunteers, we have our daily lives and we can be engaged with the Club as much as this is possible and up to the point that this is possible, but the Club Committee needs to assume, or to reassume which is a better term in this case, a more appropriate verb on this occasion, some of its prerogatives. Not everything that is being done in a certain way by the International Trip subcommittee has to be accepted as a matter of fact. Nor will it be, in the future. The Club Committee has the advantage of being in a position to vote against a proposal and to use their veto, when we believe that certain suggestions are proposed with good intentions but may not ultimately be successful. And we need to take ownership of our mistakes and failures, as the International Trip sub committee should have done with theirs as well (CBP).

It is true what has been said and for example all the races that are suggested over the club year are being brought to the Committee's attention beforehand and are being discussed and approved, the same happens with the budget for all the Club races, it is considered and

discussed in advance, so all the Club races are ran through the Clubs books, and we know how much it is being spent, how much is will be spent, there is a certain control over the finances, and this should have been applied also for the International Trip. (FC)

We as the LFR Committee have absolute veto on a number of things and we will have to start exercising this when and if appropriate. I would suggest that we follow the recommendation of RK and we write the amount off on the condition suggested, and also that we ought to be receiving all kind of important information in the future (AC)

The Committee takes the decision that the amount of £9000 will be signed off as a one-off extraordinary incident and the Club will bear the loss of funds, on the condition that there will be a marked improvement of communications between the Club Committee and the International Trip sub-committee, on condition that all future loses by the international Trip will have to be reimbursed immediately to the Club and on condition that the International Trip will start building up reserves immediately and from this club year.

**Action to be taken:** Committee members are requested to please have a thorough look at the International Trip MOU and to present any potential reviews, in view of all the above.

### **Discussion on the current financial situation of the Club**

If the membership fees level is going to be kept exactly the same as it has been over the past year, then the Club is going to be making a net profit of £6k in the 2023/24 club year, amount that will be added to the already existing reserves of £30k. The Club does need a healthy and robust buffer for a spending period of about 14th months, so both the above I would say that actually guarantee the Club's sustainability. A large part of these reserves are being used throughout the year, for example not having any reserves anymore, the International Trip sub-committee will need some money up front to book in advance the hotel for the trip to Thessaloniki, some money will go into booking this or that in advance and on behalf of the Club.

On the other hand, and as it has been discussed in previous RCM, some of the funds currently belonging to LFR should be used for the members, we have discussed about wishing to invest some of these funds in improving the qualities of services the Club has been providing or to introduce new services to the Club, so the question is what activities or what types of activities should we be investing in in the following months.

LFR being principally a running club, the most obvious would be to invest in races and race entries. Races are very important as they make members feel part of a team and offer everyone a sense of belonging. In addition, suggestions from AC in regards to triathlon events and training and from MH in regards to the coaching are extremely welcome.

### **Discussions on the Green Belt Relay**

The GBR is undoubtedly a much loved event among Club members and it definitely makes one feel as part of a team (FK)

Participants are requested to register at the price of £275 per team, so with LFR sending out this year four teams, it is about £1k in total, it is an event basically open to all members, although there are some selection parameters which have been set out in advance, in order

to facilitate the race's extremely intricate logistics, as for example those who are volunteering to drive will be prioritised for a spot to the event, and based on the expression of interest from members, the organisers, which is JW, EC and myself will then have to decide what teams the Club wants to enter, meaning what running ability these teams will be, will there be any mixed teams, etc. There has been a question during the AGM this year in regards to the cost of the event per individual, the event as a whole has been kept at quite low costs but inflation has been rampant in the past years, so naturally all cost increase is due to inflation, there is nothing that can be done in that aspect. There has been a period during which the Club was partially subsidising a part of these expenses but this ceased to happen about four years ago, as it was brought to the attention of the Committee for review and the Committee voted against this measure continuing further. (AC).

The GBR has been discussed almost every year and brought forward as an inclusive event but also with some reserves in regards to its inclusion, because there is space for just 44 runners, although we did have five teams on two occasions, but members need to understand that although there are just 44 spots, the GBR is a Club event. It has been kept as inclusive as it can be, meaning that it is open to everyone, and although in great part it is the same people who keep doing it, year in, year out, this has got to do mostly with what a well-organised and fun event it just happens to be. It's not that spots are being reserved by the Club for specific Club members. Unavoidably some obvious choices have to take place, when there is a veteran team, runners need to be from a certain age upwards, and the Club wants to send strong teams out to compete, as this is a race. It also needs to be said that every new Club member that has tried out the GBR does get eventually hooked and always returns to do it the year after, as it is great fun, as Francis mentioned it makes one feel part of a team, it's a overall wonderful event and an event that has brought some distinction to LFR as a club over the years. The discussion that has been going on in all previous years is whether the Club should partially subsidise an event in which only 44 members ultimately will take place. My personal opinion is yes, mostly based on the recommendations offered by the CT and on how robust the Club finances happen to be. A small subsidy could potentially open the event to new runners, younger runners, and I say younger as the Club needs to look at this event from the point of investing into the future, by start building up a group of committed and passionate followers of the GBR among our younger members, and a small subsidy could help any runners who have financial difficulties become part of the event. A financial subsidy will help new runners feel part of the Club and it will also help them become better integrated within the Club through participating at this event. (CBP)

For this season the cost has already been set and announced, so if there will be a financial subsidy, it will have to be from next year. Though if the Club would still like to offer something small this year, it would be a very welcome gesture by all participants and if the Committee agrees, we could do a token, as in buy all participants a beer or something similar (AC)

The Committee agrees to offer something small to all participants of the GBR this year and promises to consider on how to best implement a proper subsidy for next year's event, when Committee members will also have in the meantime a better understanding of what the Club budget will be and thus the Club will be in a better position to know how much it will be able to spend on the above mentioned subsidy.

**Action to be taken:** CBP is kindly requested to engage with the triathlon administrators and the coaching administrator enquiring about any new ideas that the Club could subsidise.

The same principle could also apply to the Isle of Wight weekend races as well, if there are some ideas that the Club could subsidise in order to enhance the event and assure a more inclusive participation (AC).

KK and I are in the process of looking into certain aspects of the event, because there is a number of issues which we need to assess first and I will come back to you on that later today under AOB (GH)

### **Budget**

The very important question which I would like to pose now is whether all those present would agree and vote to the LFR annual budget as it has been discussed, considered and established at this point, which also includes the potential of a £6k surplus to be made in the following year, but with the aim to include some further activities and have them been partially or fully financed by LFR, in the form of subsidising Club events that involve triathlon, running, coaching and social activities.

Voting procedure takes place, the Club Committee votes and the motion is unanimously approved.

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

There is only one race left from the Club Championships and we will just try and increase awareness of all the races events in the future. At the end of this event, we will tally the scores in view of the Club Championships event, we have already managed to gather five trophies, we are still missing another four but we are aiming to get all of them by then.

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

#### **E-bulletin length update and Contingency Planning**

In order to be able to cope with the e-bulletin, I would suggest that there shouldn't be more than eight blurbs per e-bulletin. E-bulletins that tend to be really long are not read by members, if they are read at all, and sometimes they have been exceptionally long, with the result of many important notifications not being read and lost, long e-bulletins do not tend to display their full length on a mobile phone, so there are numerous advantages for keeping them short, or at least shorter to what some have been. My intention would be to have the e-bulletin coming out every single week, regularly, as in not missing one single week, but coming out not necessarily on a Monday morning, not necessarily on a morning and in a version shorter than what it has been. It would be extremely impractical having the e-bulletin coming out every two weeks, as this just simply means an accumulation of tasks and an accumulation of notifications, so we could end up having again important news being completely unnoticed and again it would be an incredible amount of work for me accumulated on one day every two weeks instead of being split over two weeks, so it has to come out on a weekly basis, and I can guarantee having the e-bulletin out every week but as mentioned significantly later in the week, not always in the morning, but out on every single week.

Committee finds all the above as completely sensible and also agrees on what has been mentioned above on the length of the e-bulletin, as a shorter e-bulletin makes so much more sense for a number of reasons.

### **Discussions on delegation of tasks in regards to the e-bulletin**

What can actually be done by a non-Committee member, to what extent a non-Committee member has access to sensitive data.

### **MailChimp Upgrade**

Just to make sure that everyone is being informed on this subject, MailChimp has been progressively limiting the functionality available to free users and P&C Officers won't be able to use the free version anymore, as the number of subscribers for the free plan is going to be capped at 500 members. The cheapest paid subscription for an upgraded version comes at £22 per month and this in my opinion would be money well spent, allowing the P&C Officers to continue using this tool. In addition, the upgrade comes with a few added functionalities, such as being able to schedule the e-bulletins in advance when they should come out and being able to have separate accounts for those managing the e-bulletin rather than sharing a single login. Premium MailChimp has been checked but has not yet been bought and these features will facilitate very much the whole e-bulletin operation.

The Committee fully agrees on the above recommendation.

**Action to be taken:** The P&C Officers are kindly requested to please proceed with the purchase of the upgraded Mailchimp version and liaise with the CT for all relative refunding.

### **Discussions on existing Committee gap & further plan of actions**

As much as we have been discussion on a contingency plan, the ideal solution both for ST and for the Club would be to intensify our efforts and coordinate a plan of action in trying to get someone else in to share the role, and I believe that this is a view shared by both ST and the rest of the Committee members, be that someone that wants to be a full Committee member or someone who just wishes to help out as a volunteer, on an ad hoc basis. (CBP)

I fully agree, contingency plans are what they are, contingency plans, what we need to have is to try to get someone to come forward. The best way to reach out would be to have this publicised in next week's e-bulletin, and to have this being shared by the Circle Leaders this coming Saturday. (DGG)

I think we should hold on that for a moment, as it would be best to understand first what can be delegated to whom before finding someone that wishes to volunteer, as this implies for someone who is not a Committee member having access to members personal data (ST)

The one does not really exclude the other, they are two different but complementary actions that can take place at the exact same time in two different directions, while searching for a volunteer, AC and you could potentially have a meeting with the intention of clarifying what can be shared, if the person that eventually comes forward, comes forward as a simple volunteer and not as a full Committee member. What we all need to understand here is that time is of essence. (CBP)

From my personal experience this is something very simple, there are ways of going forward without having to share any personal data of members and I am happy to show ST how this can be done, so it shouldn't be an issue at all (AC).

### **Transwomen in Sports proposed contact to Out To Swim**

Discussions on how should the Club Committee approach this subject and on what would potentially be the best way of achieving some satisfactory answers on this.

### **Clapham Common Thursday run discussions.**

I am very much concerned that members have been given the wrong impression and that they are expecting a Club run to be taking place in Clapham Common soon, I have heard this being discussed as certain fact and I have been asked by members about that, so I would suggest some discretion and not to have this discussed by Committee members with Club members. I don't know who has been discussing this but I don't think that Committee members should be discussing this with Club members (ST).

I am not sure this is the appropriate approach to the subject at this point. First of all I think it is important for the Committee to endorse and apply as much transparency as possible, because Club members need to know what is being discussed during our RCM, it is their prerogative. And finding a venue in the area of Clapham Common with the intention of launching a Club run on a Thursday evening there is a subject that has been discussed in at least two previous RCM and has appeared in the respective Minutes, it is not a subject that has been deemed as confidential and I have also included this in my own Annual Report. So it hasn't necessarily reached members through one of us speaking to members, it is a subject which is anyway out there through the Minutes. And to my understanding, there are some members that are actually reading the Minutes from time to time. Secondly, relaunching a Club run on a Thursday evening is an important subject to many of the Club members, so I don't think that we should be keeping our conversations on this subject as confidential, as it's a subject of interest to many of us. I can appreciate that there could be a great deal of speculation and talks among members but for the time being there is nothing really concrete that points towards having a run in Clapham Common. (CBP)

Club members are expecting us to organise a run in Clapham Common, they are holding this possibility as a certainty that will take place very soon (ST)

This has been the idea. We have searched to find a venue in Clapham Common but a venue has not been found, we have not abandoned the potential of launching a Thursday run but I don't think that members are having concrete expectations. They may have expectations but I think it would be best for them to wait for some official communication coming out from the Committee on the e-bulletin, instead of talking to each other and creating theories. (AC)

I really appreciate your concern and I can understand that this may be a subject that could be creating some pressure on you but you should try and not burden that on yourself, as this is a subject for the whole Committee to deal with, you should try and avoid taking this on yourself as a personal issue. (DGG)

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



## **Membership Renewals & Communications**

The Club currently has 581 members. Renewals are due imminently, RK and I need to draw up an email which is going to inform all members of this and it will be reaching out to everybody through WebCollect, so it would be good to remind members to make sure that their email addresses are correct and updated. I have to say that based to what went on last year, this year we are much more prepared, first of all because there has been a coherent and consistent communication and collaboration with RK and having endorsed auto renewal, the whole process is going to be so much less complicated, unless members decide to discontinue for one reason or the other their direct debit, We have had two such cases so far, well actually one case, the other was a bit different but the communication has been good and we have been proactively contacted and in advance.

I am going to prepare something short for one of the next e-bulletins which is going to be relative to the auto renewal, so that members are informed in advance, as the whole procedure will start on the 1st of april, which is a Saturday and I will probably be busy in Hyde Park, which is also a very positive thing because I can reiterate certain things to members and also be available on that day for addressing any mishaps.

RK has done a great job in regards to readjusting the tiered membership, which was completely off, so we are facing this forthcoming renewal period much more prepared than last year. The only thing which needs to be addressed is that there is going to be a considerable delay to the EA memberships, a delay in getting these processed. It is not that it takes time to process each of them individually, but they are going to be 600 and this does require time as it is a time consuming process. Members should contact me proactively and let me know of any urgent requests if they have registered to do a race in the very near future, I am more or less aware of who of our runners is doing the London Marathon, so I will make sure that these members have their registrations promptly updated, but for the rest it is going to take between two to three months. And members should definitely become aware of this delay, simply because better communication and sharing beforehand means that we are decreasing the percentage of disappointments, we try to avoid all disappointments but the system has flaws, so what we can try to do is make sure members are also aware.

## **Co-Presidents**

### **Website Update**

Julia has been working full time over the past couple of months on the LFR website and has managed to recover lots of things, hundreds of sections were in the meantime updated but it needs to be said that there are still missing logos, missing photos, etc. We are hoping that soon everything should be back and improved, there is now a Long Run page, we have retrieved all Club wins which have taken place in the last 15 years, there are plenty more events to add but we are getting there

### **2023 GG update**

The one negative thing about the 2023 GG is that Guadalajara is fairly close and shortly after the International Trip dates, but there are members who are both keen to attend the event and also interested in volunteering to organise an official LFR presence. I am very much in favour of getting some LFR representation there, especially after the capital mistake LFR did in not sending an official representation in Paris. And I have been bringing up Mexico as a potential destination point because there has not been any interest towards HK, or at least it was not brought to my attention.

### **GBR update**

This year has started very well and looks really promising. We have received lots of applications, there is great interest among Club members, 54 people have expressed their interest to sign up, we are planning on sending out four teams of 11. We could have pushed it and send out five teams but based on previous experience there are lots of drop outs, last year we were searching for replacements on the very last day and we managed to get two runners who came over completely for free, as all the expenses were already paid, and frankly given the logistics and how stressful this is, we do not really want to go through the same thing this year. When someone drops out, the issue is not just trying to find another runner to replace them, the issue is find the right person, as this could affect the composition of the whole team, and then runners need to be moved from one team to the next, and we just can't move runners that have already recede their routes into a different team or to a different leg, it is completely unjust. And as I mentioned, there have been establishing some selection parameters in advance, in order to avoid any disappointment, one of them being that drivers, as in those that are willing to drive, are going to be prioritised as team members over those not willing to drive. So as I said, it looks like we are going to have a really good turnout and a good season, JW, EC and I are looking into a couple of options in regards to the team's structure and we are also very confident that there will be enough women around as to be able to have a women's team and have also at least one mixed team entry.

### **AOB**

#### **Royal Coronation Disruption**

Discussion on whether the Club should be holding a run in Hyde Park on the day of Charles II Coronation. The run in Victoria Park can definitely go forward as this is a part of the city that would remain unaffected.

Issues could only occur for the Long Run on that day, depending on the route the run will take but mostly for the regular Hyde Park Run. More discussions on the Hyde Park run will follow and relative communications will reach members in due course.

#### **Isle of Wight update**

GH and KK are currently in the handover process, what needs to be sorted out are the deposits for the accommodation, which need to be paid in advance, as this is a busy event and also it is a fairly busy holiday place still during that period of the year. KK is planning on putting out photos on FB and in the bulletin and flagging up to members that race entries are now open for the event. What we are thinking of doing is to create a Google form which will be linked to the e-bulletin and send it out to members for this purpose. The only difference which we have already considered implementing and in comparison to previous years is that Shane used to pay in advance for certain things, such as the deposits etc, but we are considering that this should be done officially and through the Club.

#### **Discussion on the difficulty of getting members coming forward for a Committee role**

Based on the high membership numbers the Club has been enjoying, there should have been an increased interest in Committee roles being covered by members. The Committee needs to examine why members are reluctant to come forward and cover a Committee position (DGG)

It very often happens that members are interested in a role but they do not want to be contested for this role, so as soon as there is someone coming forward for this role as well, they step down as it happened with the role of Treasurer this year. Only some of the roles may become contested, it is quite exceptional that we have had two members coming forward for the role of Cub Secretary this year, fact is that we can barely cover all the available Committee positions (RK)

The Club is run entirely by volunteers and there is an incredible amount of tasks that need to be done, not only that but also an equally incredible amount of tasks could benefit by becoming divided or shared as well, as a further attempt of trying to achieve some quality in what is being done within the Club. So it is quantity and quality that we are striving to achieve, and this needs some extra human resources. The Committee could use another three people as it is but how are we to consider launching new Committee roles or splitting some of the existing ones when we are barely able to cover the present roles? I feel that it is the title of "Committee" that carries the idea of extra responsibilities, to which I believe members might feel reluctant or unattracted. Club members need to understand that the responsibility that implies becoming a Committee member is collective, and thus shared, and to feel empowered to come forward to become part of this sharing but on the other hand the Committee every year must do what they can, and probably much more than they are already doing, to encourage more members to come forward. We do try to be very inspiring, we advertise all Committee roles as available and really well in advance, we try to make some positive fuss over the elections, over the past two months there has been at least one Committee/elections blurb on the e-bulletin, we are trying to engage members. Though I cannot deny that what we have been doing might need some thorough revamping or we probably need to find a completely different way of reaching out to members, because as Denis has correctly pointed out, what we are doing it is not working, or at least it does not bring the desired results (CBP)

It is not that the Club lacks volunteers, or that members are unwilling to volunteer in general. Quite on the contrary. Every time there is a request for volunteers, there are lots of members that would come forward, we have a very large pool of volunteers, members have started to understand that the Club is now large in numbers and that it also takes different skills to move forward, especially in the past three years CBP has been very active in encouraging and inspiring members to come forward and to volunteer for various events and these efforts have changed the culture. What I perceive is that members just don't want to be part of the Committee as they do not want to bear any responsibility for things going wrong and they do not want to stand against anyone either, as they do not like this sort of competition. (AC)

Fact remains that we need to attract members to come forward and there is still a vacant Committee position, so we have to consider how we are going to manage this better in the future (ST)

I would also like to add to what has been said that people step up to the Committee when they are ready. We cannot force people to become part of the Committee. (FC)

I agree completely with what Francis just said, we cannot force members to become part of the Committee, or even to volunteer, even if we could use lots of extra help. Everybody needs to do this in their own time and timing in general is an important factor. And we have to respect

that. And although this has been discussed before, it also and unavoidably leads to the fact that the Committee attracts very few of the LFR women. Every Committee that I have been a member of in the past years not only wanted but also tried to include women among its members. And it is very true that if we were to write down a list of all the women that are currently members of LFR we would be able to verify immediately that about 90% of these women have already served as part of the Committee. So, what we need to do is enlarge the pool of female identifying members, we really need to recruit many more female members if we want to have more women becoming part of the Committee. I see this as the only possible option. On the other hand, I am a middle-aged cisgender male, I don't really see myself as the poster-boy for attracting females into the Club. I feel that this needs to be addressed properly and pointed out in the right direction, as this is an enterprise that potentially can and should be initiated by the Committee but it has to involve the LFR women and it needs the support and the commitment of the LFR women if we want this to succeed. (CBP)

Maybe there is nothing there at all in what I am saying but it could be that there is something to discuss and decide in the future, as I do not see people coming forward for the Committee and as I said, considering the high membership that LFR enjoys at the moment, we definitely need to pass the social responsibility of becoming a Committee member, of contributing into making LFR stronger as we also need to understand why members are not coming forward (DGG)

This is a subject which needs to be examined further and by the following Committee, what I would like to do now is to conclude this last meeting by thanking all those stepping down, for their services over the past year (AC)

AC thanks stepping down Committee members for their contributions over the past year.

**Action to be taken:** CBP is kindly requested to please send out a Doodle Poll for the April RCM