



**LFR
Regular Committee Meeting**

Co-Presidents: Ashley Harwood (AH) and Andrew Corti (AC)
Club Secretary: Christos Bitzis-Politis (CBP)
Club Treasurer: Derwin Brennan (DB)
Membership Secretary: Geoff Hicks (GH)
Races Secretaries: Eliot Rees (ER) and Francis O'Callaghan (FC)
Publicity & Communications Officers: Stephen Tomaszewski (ST) and Sam Palmer (SP)
Social Secretaries: Nick Warner (NW) and Robin Budin (RB)

**LFR
RCM Agenda
Wednesday 6th March 2024**

Triathlon Swimming Coaches Budget (Triathlon Coordinator)

NCKSC Updates (Anastasios Koutsos)

Financial Updates (CT)

Budget 2024/25

Races Update (RS)

Publicity Updates (P&C O)

Social Activities Update (SS)

Post London Marathon Social/ Logistics

Membership Update (MS)

Club Secretary

AGM bits and bobs

Committee Questions

Medoc event

FOTY & NOTY

Co-Presidents

Green Belt Relay 2024 update

2024 Vienna Gay Games update

OFS Sports Fair for under-represented groups

AOB

Chair: AC

Minutes: CBP

Apologies: ER, RB, NW, FC,

Triathlon Swimming Coaches Budget (Triathlon Coordinator)

A few months ago the funds for coaching were approved and the coaching was launched about a month after that, in the intervening months though the swimming coaching sessions have been quite popular and the demand has risen and this demand has been more than anticipated. There has been an average of about 16 participants in each session, so it has been successful and busy and members are very interested. Having stated the above, it needs to be said that there is at the moment a demand for continuing these sessions throughout the year. Currently there are just two active coaches, Alex and PJ and ideally there are two coaches needed per session, which means that there would need to be four coaches overall. British Triathlon has recently changed their coaching rules and whereas previously any of the individuals who have had the foundation coaching could deliver a coaching session, currently and with the new changes, the foundation coach has to have a senior coach being present with them and there at all times as well. So we just need two more coaches. There is also a social coach, as in a coach for social swimming, and during the social swimming session there isn't any coaching going on, members just get into the pool and swim.

The coaches have to also do safeguarding training as well, as being aware of others safety has become extremely important. So and after having explained the situation as per above, the current request now is for two coaches to go through the foundation course, and then potentially having some coaches go through the next level in the future. Coming now to the financial part of the request, on top of the £300 which have already been approved last month, for one person to receive the foundation coaching, we would require an extra £360, the £300 will go towards the foundation course of the extra course and the £60 towards the two safeguarding training, for each of the new coaches.

As you may have noticed, we are also trying to keep coaches happy, engaged and with LFR for a while, so we will be retaining these coaches for a while. In addition there is an obligation that each coach should deliver 15 sessions for this first level of coaching, otherwise coaches will be asked to refund the training course funds to the Club.

We believe that it is a win-win situation, having someone from the Club becoming a Club coach, instead of asking someone outside the Club and the consensus is that funding the training for coaching is an investment to the Club's future.

What is the funding for the foundation coaching level 2? It is £500 per coach.

Discussion on the possibility of having a female-identifying coach on board.

The female triathletes are very talented in triathlons already, and they are leading a very active and busy life so for the time being and for the foreseeable future there won't be a female identifying coach.

The TC intervention is being very much appreciated by everyone for the invaluable insight and context that it provides and Ben is warmly thanked for meeting with the Committee

The Committee discusses the triathlon request of releasing another £360 of Club funds and the request is met with unanimous approval.

Action to be taken: CBP is kindly requested to please inform the TC of the above

NCKSC Updates (Anastasios Koutsos)

The whole procedure has taken a bit more time than expected. At first there were two designers to choose from and the New Club Kit Sub Committee has now chosen Filipe Alonso Da Matta, who is a Club member. The NCKSC, in order to ensure transparency and fairness, prepared and shared a design brief with both candidates which included a number of important and essential parameters that had come as a result of the survey which was previously undertaken among Club members, wishing to capture their thoughts and opinions on the new Club kit, and at the same time avoid repeating mistakes of the past. Thus the design brief we created was shared with the designers, as the guiding principle to see the initial designs but also to provide some feedback for the designers to create further on. Both designers were sent the brief and they both came back with their initial ideas.

The NCKSC weren't very satisfied with the first results. The request was to have a clear identity in regards to being an LGBTQ+ club but at the same time the design should not be too loud, another parameter was to have an element representative of London in it, something that would identify with it with a London-based club, fact remains that we weren't overly happy with these two aspects of the brief in none of the initial designs.

In consequence we asked both designers to reconsider their suggestions based on the parameters and on how the Club visualised the new vest, from one point of view this became both simple and more complicated at the same time, because it offered some important suggestions but it restricted their creativity, one of the designers then dropped out due to other commitments whereas the second designer, whose designs were much more liked by the NCKSC in the first place, stayed on board but went through a very busy professional period. After seeing the revised suggestions from Felipe, we decided to award to Felipe the task of designing the logo and the new kit for the Club.

After some further time, the designer who had not dropped out, Filipe, and whose designs were much more preferred to the one that had dropped out, sent to the Sub Committee a second design, with three different ideas for the vest plus a logo for the Club. This was really well received and the NCKSC decided that Felipe is the designer that we should go with, but there were still some slight changes to the design to be made, and the final design that has been shown to us shows that Filipe has indeed incorporated the feedback received from the subcommittee and that there is a rationale behind his design.

After we went through a very detailed briefing, I can share with you that the logo will incorporate the LGBTQ+ element in a tasteful way and that it will help us all define the rest of the branding. The design of the new vest incorporates the London element as well, the vest might come across as a bit complicated in design, but it will become a bit more simplified in its final version, whereas other elements of the London identity are currently not going to be

incorporated in the vest but they will be modified and incorporated in the rest of the merchandising items, such as the t-shirts, etc

From the three semifinal options presented to us by Filipe the subcommittee has chosen one but as mentioned we still want to have this version slightly toned down, and in the meantime to provide some more ideas for different items, so as to be able to present to you the complete kit (AK).

The Committee is very much impressed, as the procedure has been transparent and it seems that everyone has done a very professional job, regardless of the fact that everyone is part of this endeavour in a volunteering capacity. It is also very important to have a number of people involved in the whole evaluation and decision making process whose day jobs are involved around branding, the Club is indeed very fortunate to have people so able in the NCKSC.

Discussions on the time-frame.

One of the main reasons that we need to have an idea on the time-frame of the whole endeavour and on various stages of it is due to the fact that the Club really needs to know in terms of stock requirements and how far in time we need to go in replenishing it.

The LFR kit volunteer CD is slightly anxious and he also needs to know about stock, there have been moments of high demand for the existing vest and it has been stressful for them.

It would prove really practical to know where the procedure currently is with the selection of a supplier, at which point is the NCKSC with that aspect of the endeavour and approximately how long do you envisage spending on that . The Club has minimised as much as possible the new orders for the current vest but we have also had a significant number of new runners this year, and they also want to know whether they should be investing in the current vest. There should be a cutting date that will come as a consequence and in relation to the launching, and the Committee needs to know that for practical reasons.

Just a simple indication of time-frame, we believe that the whole endeavour will have terminated by autumn. We did mention an autumn timeline, so I will speak to the subcommittee and we will have to see whether there is the possibility to potentially come to an end at a date earlier than autumn (AK).

There is already a list of suppliers in place, we just need to see the advanced design from Filipe and liaise with them in order to see how much it will cost. Lots of Club members have been complaining about the quality of the vest, we have already identified some of the members who happen to have sensitive skin, so there will be a vest created in order to be able to try the material first, this needs to happen after we have the advance design (AK)

This could also happen independently of the design, by creating a blank vest with the chosen supplier and with the chosen material, as the only thing that you may want to try out in that phase will be just the material. In addition, the Committee needs to consider how the new vest is going to be distributed, although we are very hopeful that this specific task will be fully taken on board by the new provider of the vest.

The NCKSC wants to send you the logo, as it is very important to have the logo approved and before this goes any further (AK).

It might be worth having the logo approved by the new Club Committee, and once this aspect of the process is fine and the log is being approved, then you can proceed with the design.

It would also be good to try and test one or two suppliers. In the meantime, try to make as much of an informed selection as possible in regards to that aspect of the endeavour.

We need to get back to you on that, we are going to be setting a deadline in place and as discussed, when making a decision about the new supplier, we may do some trials with LFR members who previously mentioned that they have experienced skin related challenges with the current LFR vest (AK)

Remuneration discussions

There are currently two ideas relative to the designer's remuneration, one comes to £500 and the second to £1000, the first will be given to Filipe to finalise the logo and the vest, so that the copyright of the design stays with LFR, and an additional £500 if Filipe would help LFR with the redesign of other elements on the LFR brand such as the website, the creation of a powerpoint slide deck for presentations, Word templates and any other design templates that the Club might be needing. This would also be for Filipe to do the branding of other LFR items, help with the design of the website, create leaflets, etc.

The LFR committee has already discussed this subject in previous meetings and it is to my understanding that we have all agreed that some type of remuneration is due, in order to thank Filipe for his commitment and all his efforts. This has been already established as an action to take and the Committee will fulfil this in due course, more likely it is going to be the next Cub Committee, though what has not been discussed at all is what the type and amount of such a remuneration is going to be.

The CNKSC recommends an honorarium at £500 for the designs and both the above numbers, £500 and another £500 for the further branding is based on our professional experience of what a designer would have been remunerated, if the Club has outsourced that and had employed an external designer from the outset.

My question is if Filipe is a Club volunteer then why does the Club feel that they have to be remunerated. The Club has had other volunteers who have worked in their own professional capacity for the Club and they have not been remunerated and I am slightly concerned at the amount suggested for the remuneration and as to where does the Club draw the line of volunteering versus reimbursing members for their professional work at the Club.

Based on your professional experience, would the amount of £500 suggested be considered at the low end or at the high end of a remuneration for a designer to be paid for the amount of work that they did on the design?

Naturally it all depends on the individual designer but it would have been the remuneration of someone on the low end and of someone who is at a medium position, closer to the start of their career. (AK)

And would the suggested amount of £500 then be considered as a fair pro-bono remuneration for someone who did what Filipe has done?

Yes, I would say that such a remuneration would have been considered as fair, as Filipe followed all the steps and the procedure any professional designer would have followed in his place and as mentioned earlier, such a remuneration would have been on the lower end of the payment scale for the completed work. (AK)

It would be great if at a certain point the Committee would be able to see the new logo and any design that has been approved by the NCKSC, in order to be able to form at least an initial idea of what we have been talking about.

I can share with you the designers brief that we gave to the designer, but I cannot share with the Committee the advanced drafts yet. I will share them with the Committee and you may see them when they get revised and I will also take back to the team the request to create a deadline for delivering the vest to LFR and for starting printing it.

Has the Committee already discussed the procedure that it is going to be followed in deciding finally for the design? (AK)

The Committee needs to see the design first in order to be able to establish that. We cannot decide that at this point and in advance without having seen anything first.

I think that the Committee is going to like the new design, especially if you will read the accompanying rationale of Filipe that has been used to accompany and follow the whole design procedure and what the designer's inspiration and thoughts are behind the actual design (AK)

Then it would be really good to have the rationale that accompanies Filipe's design, especially if this rationale is something that could potentially help the Committee in making a decision, because if it contains important information, that would offer the Committee an insight, and the Committee would then be able to appreciate the design even more and even better, as the more informed people are, the better decisions they make.

Actions to be taken

AK is kindly requested to please refer to the NCKSC the Club Committee's pressing request for a timeline of the remaining procedure, providing when possible some definite dates, particularly in regards to when the new vest will be launched, for reasons of practicality with the current supplier.

It would be great to be able to also have an update on the following:

The new logo and when this can be shared with the Club Committee for viewing and approval.
The new vest design and the design of the whole Club kit, again for viewing and approval by the Club Committee.

The Club Committee is extremely thankful and very much obliged to AK, for meeting with them and for all the information he has provided.

The Committee continues discussions on the subject, reiterating that the intention of a remuneration for the chosen designer had been established in one of the previous RCM and

that this intention had been agreed and shared with the NCKSC, in order to be able to secure the chosen designer's commitment in the early stages of the endeavour. What has not been established is a precise amount, as the Club Committee members feel that they lack the specific professional expertise to be able to do that.

The EA Coaching Qualification Course & Training, which is fully paid by the Club for every club coach, comes to £120. The triathlon swimming coaches training, as was discussed earlier with Ben, comes at £300 per participant, plus the £30 for the welfare course. The Club has had and continues to have volunteers who have been helping us out without any remuneration, there was a lot of consulting and legal advice that was offered to the Club pro bono when we were going through the Lisbon Affair two years ago and that was actually professional advice, with members supporting the Club in their professional capacity. The current Committee has already decided on a remuneration and I don't think that anyone disagrees with the fact that a remuneration is due. I think that any remuneration should be given to Filipe in proportion to what their task was and to what the Club is going to gain as a result of this but this remuneration should also be considered in proportion to what the Club is spending on funding the coaching programme, which together with the new logo and the new Club vest is also seen as an investment to the Club's future.

Further discussions on the potential of setting a precedent and thus having volunteers claiming a remuneration for services to the Club.

Suggestions on presenting Filipe with a gift in the same way the Club rewards other volunteers. Suggestion of a free membership for a year, etc.

The Committee decides not to take a decision on the remuneration subject at this point but to wait until they receive the updates and the designs from AK first and to make a more informed decision based on that.

Financial Updates (CT)

The current Bank Balance is £79,219.97, with the total outgoings in the previous month having been £3,766.82, while the Club made a total income of £29,460.16 during the previous month. The most significant outgoings have been £500 for Paula Bear, the LFR Birthday drag queen at The Two Brewers, £281.28 spend on the 29th Birthday pizzas and £1920 for the England Athletics Coaching

The Club's most significant income came from the International Trip, which was £44,120 and the International Trip sub-committee, after everything that was due has been paid, managed to create a fund for next year which is about £9000, more or less what was lost by the Club through the Lisbon Affair, and this has currently been ring fenced, to be also used in case of an emergency.

In regards to the 2024/25 Club budget, the surplus for the budget is 2k.

Do we know at this point how much is the Club allowed to spend for the 30th anniversary birthday party? 1k

Last year the Committee discussed and decided to give the Pride Run 10K a donation of 250£ but apparently this transfer of funds, and although decided, did not take place.

The Committee is slightly perplexed upon hearing the above, especially hearing the news for the first time.

Discussions on the wish of the Committee for the Club not to be piling up cash but instead to invest in coaching and in other Club activities.

The Club has 33,5k in ready cash and 14,5k in the savings account, which is a fixed term account. Discussions on whether a NatWest or a Lloyds account could prove more beneficial to the Club.

One thing that was on my list of things to share with the Committee since the last RCM was to get the final Christmas party financial figures. The Christmas Party income comes at £5909, the Club paid for the member's subsidy £900, whereas the Anthologist fees come to £8100, a cost that covered the venue and the dinner expenses.

In my opinion the subject of a Club subsidy should be discussed further in one of the following Committee meetings, and definitely raised with the new Committee, before making a final decision. The Club made a final loss of £924. In terms of the loss, the Club subsidised the tickets for members and this subsidy came to £900. We would have needed to make up a shortfall if we didn't hit the minimum spend but we did hit the minimum spend.

Races Update (RS)

Club championships

The final race of the 2023-24 club championships has taken place. We are now working to finalise the results ahead of the forthcoming club championships event. The club championships event is scheduled for Friday 15th March from 18:30 to 20:30 pm. We have contacted previous award recipients to retrieve trophies etc. We will prepare a reminder advert for next week's ebulletin and to post on Facebook. Can we confirm whether we could have funding for some pizza for the event? If so, we would prepare an RSVP form for the ebulletin/ Facebook advert and order accordingly. There would be approximately one pizza per four persons, up to a maximum of 12 pizzas, which means about £120.

The Committee agrees to the budget of £120 for pizzas at the Club Championships Event.

So far three races have been confirmed for the 2024-25 club year, the Eltham Park 5 mile, the Pride run 10k and the 2024 Big Half or the International Trip Budapest Half. The elected race secretaries will meet after the AGM to finalise the full list.

In regards to the London Marathon Club Places update of parameters document, the Committee has decided to have the final decision and sign off being referred to the new Club Committee and to have this being discussed at the April RCM.

Social Activities Update (SS)

Post London Marathon Social/ Logistics

Membership Update (MS)

The Club currently has 675 fully paid members, there would definitely be more than 680 by the end of club year, and there is the possibility of even reaching 700 members.

Communications need to be sent to every single member of the Club about the registration fees and the auto renewal, and the best way to have this procedure taking place is by sending a message through WebCollect, this urges and definitely needs to be sorted out in the next

couple of days. There is a drafted version from last year, which was created by Roger but which was never sent out.

Action to be taken: AC and GH are requested to please liaise and take action on the above.

Many thanks to Derwin for processing the new payments and for sorting out the correct reduced pricing for the new club year, which is already in place on WebCollect. The correct amount for the 2024/25 membership fees is also on the website, with the Standard: £56, for those Unwaged: £35, and runners Second Claim: £37, and as per usual all new members who are registering with the Club now are already paying the new rate.

There are some rather complicated handover issues but these will be sorted out with the new Membership Secretary.

Club Secretary

The latest North Devon Trip update is that there are currently 30 participants, of which 3 identify as female, so it seems very successful and it was great the CC came forward and suggested to take the organisational part of the trip on board. The CT will be facilitating all financial matters of the endeavour, such as deposits and my thanks go to Derwin.

Have had a meeting with LM, vehemently complaining about the two missing Club Places which LFR is still due and it was mercifully sorted out by the very next day. Sometimes I wonder whether it is preferable to be feared than respected for being really nice and genuinely efficient. Anyway, the Committee will be pleased to know that currently both Heath and Gwen have been allocated their spots and have been registered by me, so all four LM Club Places all four Club places have been allocated, the whole registration process has been unproblematic and Club Places holders are registered and good to go.

Have had an equally brutal meeting with Motiv Sports. It is not often that I boast about my personal achievements as the Club Secretary but I am particularly pleased about getting the Motiv managers to commit -verbally and in writing- in awarding all LFR volunteers what was promised, and at the end of the day honouring what was due to them; I have been pestering them with emails and chasing them since November 2023 and apparently, mulish perseverance pays off. Currently 20 members who volunteered last year will be running for free at the Hackney Half in May.

The new Thursday Risk Assessment is already on the website, the new Saturday Risk Assessment from Little Venice to Hyde Park is ready and will be uploaded on the LFR website after our third Saturday in a row and after having checked that everything is in place and is going smoothly..

Booking forms for both Little Venice and Queen Mother are in place and invoices will start being raised in the near future and again the CT has been instrumental in this matter.

LFR has been given 100 Community Entries for the 2024 Big Half. Registration priority will be given to the LFR Committee, Officers and volunteers. Spots will be subsequently open to Club Members. I am planning on extending the event to Brighton & Hove, Bristol, Manchester and Liverpool FR. More Community Entries have been promised, once the above 100 have been

exhausted and sharing with other FR clubs improves FR visibility and LFR relationships with the FR family.

LFR has been invited to participate in an LGBTQ+ project by the University of Surrey Psychology of Gender and Sexuality Lab. I am planning to participate for visibility purposes. If someone else from the Committee is interested and would like to join me, please let me know.

Medoc event

The Marathon du Medoc event that's on the weekend of the 7th September, the weekend after the LFR international trip and the same weekend as the Isle of Wight trip, and as there was a lot of interest from members it has been suggested whether it could be announced, in order to gauge interest.

As this marathon coincides with the Isle Of Wight trip, which is a Club trip, it will be best if priority of promotion was offered to the Club event first, and when the Isle of Wight has been filled, then the Club may gauge interest on that other event (GH)

FOTY & NOTY awards discussion. The Committee, based on the number of specific recommendations per candidate and the recommendations themselves, decides to award the FOTY award to Heath Rose and the NOTY award to Sarah Flanagan.

Action to be taken: CBP is kindly requested to please send to current Committee members a Doodle Poll relative to the 2023/24 Committee farewell lunch.

Co-Presidents

Green Belt Relay 2024 update

LFR is sending five teams this year, meaning 55 runners and there is in place a very healthy reserve list of ten candidates.

2024 Vienna Gay Games update

The race organisers have confirmed the running races, there is a 5K and 10K event but not a half marathon, and there is a lot of interest from lots of our runners how are doing the track session on Tuesday, and LFR could finally manage to have a small but a really good representation on track from members who are interested.

OFS Sports Fair

The date has now been established for Thursday the 23rd of May 2024, at the same location as last year, the LSBU Students Union and the deadline for signing up is on March the 31s.

Action to be taken : AC is kindly requested to please register LFR for the event

This particular fair is aimed at women, trans and non-binary people.

AOB

The Committee wishes to formally minute a note of thanks to those members of the Committee who are stepping down with many sincere thanks to Sam Palmer (Publicity & Communications Officer), Robin Budin (Social Secretary), Ashley Harwood (two terms Co-President), Francis O'Callaghan (three years Race Secretary) and Andrew Corti (three years P&C Officer and

three years Co-President) for their hard work, great contributions and overall accomplishments in the interest of LFR.

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