



LFR
Regular Committee Meeting

Co-Presidents: Geoff Hicks (GH) and Wojciech Panków (WP)
Club Secretary: Christos Bitzis-Politis (CBP)
Club Treasurer: Derwin Brennan (DB)
Membership Secretary: Gwen Wright (GW)
Races Secretaries: Eliot Rees (ER) and Tom Watson (TW)
Publicity & Communications Secretary: Stephen Tomaszewski (ST)
Social Secretary: Andrew Harrison (AH)

Tuesday 14th January 2025

RCM Agenda

Updates & Discussion on the Diversity & Inclusion SubCommittee's next steps (PG)

Financial Updates (CT)

Races Update (RS)

Publicity Updates (P&C S)

Social Activities Update (SS)

Membership Update (MS)

Club Secretary

30th Anniversary Celebrations Updates
London Marathon Applications Updates

Co-Presidents

AOB

Chair: GH

Minutes: CBP

Apologies: ST, TW

Welcome to everyone on the Club Committee's first 2025 meeting

Updates & Discussion on the Diversity & Inclusion SubCommittee's next steps (PG)

Warm welcome to Paul, we are very excited to hear about the DISCo, some of us are also intrigued as we haven't had any updates from the subcommittee for quite some times now,

some of the Committee members may have some questions to ask, the two certain things are that there are lots of subjects that need to be discussed and that we are very happy to have you here with us as an opportunity of initiating this discussion.

Thank you all for having me, really neat to be invited, I will try and represent to the best of my abilities the discussions and wishes of the subcommittee. Tom and Sarah met with me about a month ago and from this meeting a very short document was created about that time, and if you don't mind I am going to be reading from it, which is a little of what we, the subcommittee, have been doing over the past few months, and it is also a little about giving you all some ideas on how to move in the future but it is also about celebrating what you, the Committee, have already been doing all along.

-My apologies for the interruption, just to make something clear to myself and to all of us present before you start, is it just the three of you now, Sarah, Tom and yourself?

-So, it would seem so. Three members have already left the DISCo WhatsApp chat, and while Emma, Kat and Eva still remain on the WhatsApp group it is only the three of us, that is Tom, Sarah and myself who apparently wish to remain active for the time being. We have been trying to coordinate us all for a really long time with the aim to meet and we managed to hold a meeting about a month and a half ago, though just Tom, Sarah and I were able to make it and in the meantime we haven't heard from the others at all. So I would assume that they are either not interested in continuing or that they are interested in continuing but they just don't have the time to do it, which brings us to the same result of currently having just three members active.

-So without further ado, I would like to share with you what we have done over the past few months, as in events that members of the D&I subcommittee have participated in over the LFR year; and also we have identified some ideas LFR as a club may wish to consider, mostly what is that that we would like to take forward and what can the Club do to help promote diversity and inclusion

Over the past LFR year, members of the D&I subcommittee have attended the LGBTQ+ sports festival that was organised by Out For Sports at Crystal Palace, assisted the Queer Runners with volunteering at Transcend, represented LFR at the LGBTQ+ Sports Fair for LGBTQ+ women, trans and non-binary people, have acted as Circle Leaders and have established and maintained the Victoria Park Long Run, which has helped a number of individuals feel more comfortable and more confident to take on longer distances.

In terms of promoting visibility, the Club is already doing a lot in trying to be inclusive and visible by being involved in numerous initiatives throughout the year that create inclusive spaces for our members. Some of these initiatives include coordinating an LFR representation and participating at London Pride, the same but to a lesser extent can be said for the Trans Pride and various LGBTQIA+ sports festivals and fairs. Members of the Club help organise and deliver the Pride Run 10K, there is being organised a huge number of socials besides the usual socials that follow every run such as the first Thursday of the month social in Soho, the Christmas party, the Club Championship awards event, etc. The Club promotes visibility by volunteering at various races in and around London, Christos here has been organising and leading cultural outings that are mostly completely free and thus available to everyone. In addition and in terms of racing, the Club is offering a great number of opportunities open to all Club members to take part in free and subsidized runs such as the Kangaroo Hop 5K, the Battersea Mile, the Met League Cross Country, in addition to organising trips out of London, like the International Trip, the Devon races, the Female and Non-binary Weekend Away, etc.

Also, considerable steps have been taken to help promote inclusion and help runners of diverse abilities improve their running, be it through inclusive coaching and training or leading individuals on supportive long runs. Of course, there are many other events that occur throughout the year and we have not captured all of them here and one of the most important factors to consider through all the above is what has the Club been doing and what is offering in terms of economic inclusion. We all happen to live in London which is considered one of the most expensive cities in the world to live in and the Club is making a decisive effort in making all these activities, and many others which I haven't mentioned, very inclusive to the point that this is feasible, through a huge number of subsidies.

I would very much like to linger on a bit further on this last aspect, as I would also like to add that the Committee operates from an equity-based perspective trying to make all Club activities as inclusive as possible and to properly provide opportunities to a diverse range of members. This includes very much how the budget is used in support of the above with either subsidized and completely free races, free cross country races, by providing a reduced cost for the Christmas dinner, club events like the free pizza party at the Two Brewers and most importantly providing changing facilities to every weekly run and available to all members, all these facilities at a relative low cost, which has again been achieved through Club negotiations and which cost for the changing facilities is already included in the yearly registration and is not an extra. All this for £54 per year, which is a sum that keeps membership genuinely accessible through this very obvious and very supportive economic inclusion

-Membership fees are currently at £56 but the principle of accessibility remains the same.

-Sorry, yes, £56 but this amount is the yearly registration for those who are waged, as there are also concessions which are available for those who are unwaged and for those who are registered with LFR as second claim, which additionally means that the current financial situation has been very much taken into consideration, that there have been made specific efforts to keep the membership fees low, as there have been also made specific efforts to reduce the cost of meals after the runs, again thanks to Christos. The Committee may not realise it in full but the Club provides a wonderful environment of safety, support and encouragement and the unique opportunity to help runners of all abilities improve their running through the three free coaching sessions, as the Club offers again a wide range of skills and abilities in terms of running with track, the long runs, runs where individuals can modify their own distance and pace, walks on Saturday, etc. One of the most fun staples of the London Frontrunners which the Committee again helps make accessible to a large chunk of members is the Green Belt Relay and again the Committee continually looks for opportunities to provide free cultural events for everyone by providing free tickets to exhibitions at the V&A, visits to other museums and institutions, organising a guided tour of the Serpentine Pavilion, etc. And these cultural events are not mostly free of charge but they are also very diverse, visiting exhibitions of black artists, female artists, artists from ethnic minorities, etc. These events are also very diverse and they also attract very diverse audiences, there is great variety. The same applies to the Club events, as they are very diverse, pub nights, quizz nights, pizza nights, seated dinners, drinks, again a great variety and something different for everyone.

Overall I would say that a lot is being done to promote financial inclusivity and again I would like to highlight once more that the amount of effort that is put towards making running accessible in one of the most expensive cities in the world is frankly incredible. I don't think that there are any other running clubs that are doing what LFR is doing, subsidising with such generosity so many events and offering as many favourable circumstances to meet people and to thrive as this Club has been offering to its members over such a long period of time. The same diversity and spirit of inclusion applies to triathlon events, for example

through the coordination of swimming courses for very different abilities which are offered at really low and inclusive prices, giving every Club member the opportunity to improve their swimming abilities, to meet other people and to have great fun.

In addition to that, one cannot deny that the Club has had and maintains a great deal of members who span across a very wide range of ages as the Club creates and provides a safe space for a lot of people of all ages and everyone is cherished and supported for who they are, regardless of their age demographic.

-This has indeed been an exciting report and thank you so very much not just for making the effort to come and talk to us tonight but also for offering us your point of view, which is quite refreshing and very encouraging, as in all honesty your report and your approach is very different from what I would have expected it to be. Nevertheless it needs to be told that not everyone sees inclusion in the same terms, as inclusion means something completely different for two different members of the Club and not everyone has a very precise idea on the notion of inclusion and not even the same idea when they are talking about inclusion. As much as we would all tend to agree with what you have said, if we were to present ourselves to the forthcoming AGM telling to all those present that the Committee has done nothing further on diversity and inclusion as we have been already covering these two subjects abundantly and that what we have been doing is great, and give us all a pat on the shoulder, I don't believe this would go down very well by all those in attendance.

-I can completely understand this and that's why the Club also has to work further in terms of diversity and with respect to ethnicity, race and gender. Though this needs to be approached from a completely different point of view, as the Committee needs to think strategically about these areas of diversity and how it could create further space for these individuals in the long term. The Club does not need to present itself at the AGM presenting results at the end of the club year, year after year, and the Committee shouldn't have to think in terms of what has been accomplished from one year to the next, as diversity and inclusion are never achieved within a year and they ought to be considered as part of a larger strategic plan that looks further into the future. For example we should create a strategy and make considerations and then draw the relative conclusions on what has the Club been able to achieve in terms of inclusion and diversity from 2025 to 2030.

Moreover and throughout the year, there are several other opportunities to participate in other events as well, in order to reach out in terms of diversity of gender, ethnicity and race including the International Women's Day on March the 8th, the International Non-Binary Day on July the 14th, Black Pride, International Lesbian Day on October the 8th, to name but a few. The LFR Committee may wish to consider how these events are documented and promoted, whether it be on the website or through social media or through a different platform and how our membership can be further engaged. In addition to the photos currently being taken, the Committee could perhaps endorse the consideration of having an official photographer to support a promotion strategy and help the Club document and celebrate our diversity. This could include different photos and videos throughout our events as well as members' profiles on social media, as ultimately documenting the work of the Club will also work as a way of preserving our own history.

In addition to all the above, the Club has always endorsed a geographical diversity, even more so during these last years, with a number of smaller runs that have reached out to the various communities all over London, such as in Clapham, Victoria Park and Greenwich and which also directly reflect the geographical diversity of LFR members, besides the diversity of age in terms of option of participation to the various weekly runs.

Age diversity is really important and LFR is very diverse in terms of age demographics but this is not an aspect of the Club that has been very emphasised by the Club itself. Again what the Club needs to do is to focus on further diversity and inclusion opportunities and events.

Although the Club does already a lot it fails first of all to use the kind of language that would promote inclusion and also does not promote its own events in terms of D&I, members often don't really know and thus are unable to grasp what is happening in terms of efforts and achievements, because all these are not communicated within the language of economic inclusion nor are they seen through the perspectives of inclusion. As mentioned earlier and in terms of future directions, the Club needs to move towards a greater participation of racial diversity and towards attracting more women and all such efforts need to be structured strategically through the Club Committee not from a different subcommittee. A subcommittee such as the DISCo will need to support the work of the main Committee and take its directives from the main Committee.

-What Paul is suggesting makes sense and sadly this has not been thought through nor enough by any of the previous Club Committees, mostly because each Committee role has very exact and explicit but also numerous tasks to fulfil and precise responsibilities to bring forward and there is never enough time throughout the club year to do something extra as every day we are all called to look into many and very diverse matters, which obviously takes a lot of time. There have been times when the Club Committee has identified the right direction that the Club needs to follow but these have been short term plans set out in a temporary or quick way, aiming to improve a situation momentarily though without fully resolving underlying issues and there has never been a strategic direction. In order to create the opportunity for inclusion, if the Committee needs to focus on different elements of diversity, then this needs to be done strategically. Finally, I also happen to agree with the recommendation that any directive suggestion should come from the Club Committee and not from a subcommittee, though both teams should compliment each other and collaborate in harmony

-What might also be both useful and practical would be having someone for the Club Committee becoming the liaison person between the Committee and the D&I subcommittee.

-I feel that LFR could also learn a lot from other LGBTQ+ clubs, identify what they are doing in terms of gender inclusion and from the prospective of social justice and the use this knowledge for the appropriate resources. Another option would also be to connect with various LGBTQ+ student groups.

-I think getting the opinion of the Club could also be a good way to go about it. The New Kit subcommittee created focus groups so members had the perceptions that they were roughly considered and represented.

-Although I agree that the new vest focus groups have been extremely useful in more ways than one, I don't feel that there is enough clear vision within the Club and among Club members on the subject as for some people diversity means having more women, for others is having the prospect of embracing different abilities, for others it could be related to ethnicity, there is not enough clear purpose as it was with the Club vest.

-It is also true that sometimes the Committee is not highlighting enough all the positive things that have been achieved. Membership has a very vague idea about certain roles or

about certain Club matters, or at the opposite side has very precise ideas on the Committee but these are distorted and hardly reflect the true situation. Members happen to take many things for granted, they just come and they go for a run, then attend the social and that's it, and this of course is how it should be for members, everything within the Club should be carefree and uncomplicated for everybody and this is how the Club should be enjoyed but they often do not realise what is going on behind the scenes in order to be able to provide and to create this safe and carefree space and how difficult it is to try and run successfully a club of 700 members.

Do we feel that if the DISCO continues in the same format that it will achieve more or less its goals or do we feel that it has already reached the end of the road?

There has been lots of positive energy within the subcommittee but at the same time there were lots of negative comments, as members tend to have very misinformed ideas about the Committee and what the Committee does and does not and what the Committee offers to the Club. There have been suggestions for radical changes, which although respected as Opinions, they have seemed applicable to fulfil the purposes the D&I subcommittee was formed for.

One thing needs to be said that it is better to have just three people that work well together than to have nine people that can't.

Did those members that left the subcommittee leave the subcommittee because they felt they couldn't achieve what they wanted to achieve or was it just a question of capacity? Or perhaps the terms of reference were different?

Through my own lens, the answer to the above is that members left the subcommittee for a variety of reasons, their own conflicting schedules, they had other things to do, some individuals also happen to have very different perspectives in terms of how to bring the Club forward.

If the Club wishes to increase the percentage of women, then the Committee needs to embrace that as a concrete goal over a specified frame of time. Members are expecting for things to happen instantly and at the same time some may not really know exactly what they want to achieve in terms of D & I, in addition to the fact that different members have a very different meaning on what diversity actually means. These are issues which are rather difficult to combine.

I think that in order to be able to help clarify all the above, we need to have very precise reasons of purpose and that comes only with strategic direction, so we return once again to what the Club really needs, which is a precise strategic direction.

It is very important how certain things are presented to members, with the intention of making everyone understand that this works from an equity based perspective from how to present it. It is after all a process and also a very successful process, as the Club is already operating from a perspective of strength. This could be presented using a language of social justice and social values, presenting it from a perspective of general values and in addition from the perspective of Club values. The most banal thing ever and the one which is constantly taken for granted by every member in the Club are the changing rooms and the fact that the Club is offering changing rooms to its members. This should have been celebrated, as the Club is taking up space in places that LGBTQ+ people have been

traditionally excluded and have not been allowed to be on the inside and to use such spaces. I think the Committee or perhaps the new Committee should ponder on the idea which is also a very interesting, and we should all try and set some goals for the Club in general and for ourselves, meaning according to our different roles and set this timeframe by 2030, not from one year to the next, as having a long term programme can prove a bit more achievable.

Thus we come to the conclusion that the D&I subcommittee needs a clear purpose and objectives that are measurable. Additionally, a supportive connection of collaboration and communication to the Committee would ensure that the work of the D&I subcommittee is supported and championed and connected to other Club activities, such as the LFR 30th anniversary celebrations, races, etc. The work of the D&I subcommittee should obviously not be done in isolation but rather in unison with the Committee, and complement the broader objectives of the different portfolios of the Committee, in order to help LFR continue to evolve and create inclusive spaces. A member from the Club Committee will have to sit with the DISCo and support them in meeting their goals, by following a strategy suggested and accepted in advance.

Financial Updates (CT)

The Club accounts continue as healthy as ever and in the interim period there has not been any major expenditures, besides the Club having to purchase the rights to the copyright for the new Club logo. In addition the Club received £1500 back from The Thistle, which is the amount that corresponds to the deposit as this was the amount that was initially intended as deposit, so finally the Club spent in subsidy £900 more than originally budgeted.

I also feel that I need to warn you that there are some very large payments due to be processed, about £40K for the International Trip.

During the last exchange of emails with the Kit Subcommittee it was not wholly clear from the responses received whether there might or might not need a lump sum from the Club, in regards to the purchase of the bulk purchase and whether the Club needs to make up a deficit if there are insufficient sales in the first place and if the Club doesn't manage to sell all the new vests. The bulk purchase is for a minimum of 200 vests and if we don't manage to meet that number, then there might be the possibility that we will have to step in. This is mentioned in relevance to whether the Club has enough funds at the moment to need all its financial needs.

The Committee would like to officially express many warm thanks to the Club Treasurer for his very swift payments and extremely supportive collaboration over the previous two months, which have required an extended number of regular and emergency payments and which have been always met with consistent promptness and professional approach.

Races Update (RS)

Not a huge amount of updates from us, the 10 miler seemed to have been a success and all those who attended seemed to enjoy it. There were a number of very strong performances, there were 24 participants and the Club did incredibly well, getting the three first positions and also scoring a total of seven LFR among the top ten finishers overall. The Club did really well and also TW did really well, in terms of communications and of organising the event. There are a few other Club Championships events left, the very last XC event is in February and after that we will have been able to finalise the Club Championships results and positions long before the Club Championships event in April. We have already started

adding the points of all participants and we are getting there. We will be almost ready immediately after the last event.

The blurb on the 2025 Lyon EuroGames has come out on the ebulletin and registrations for both road races and track & field are now open. The current running events include a 5k and a 10k road race and there is an early bird January promotion

Discussion on the communication of the final number of the Club Championships event.

The Committee deliberates and confirms that participation points for the 2024/25 Club Championships will be calculated over ten events and that members who have already raced ten Club Championships events, don't need to participate at the last XC fixture.

The Committee expresses also its congratulations to ER and DB for their LM Club Places, as they have been really hard to achieve, as the competition was very strong this year, and also well earned.

Publicity Updates (P&C S)

The Committee would like to officially minute their warmest thanks and appreciation to ST for his dependable support and contributions over the past three years as part of the Committee in the role of Publicity and Communications Secretary.

Social Activities Update (SS)

Discussions on a number of operational updates

The Club Championships event is scheduled for Saturday the 5th of April at the Two Brewers.

The post London Marathon party is scheduled for Sunday the 27th of April at Compton's. The upstairs section has been booked for LFR and we need to remind everyone to order their drinks upstairs as there is a minimum spend of £800 that needs to be met.

The Marquis of Cornwallis has been booked for the post AGM drinks on Friday the 14th of March. They have set a £1200 minimum deposit which is exactly the same as last year but in the meantime we haven't been asked to pay for the deposit.

The LFR Pizza Party is scheduled for Saturday the 22nd of February, again at the Two Brewers.

Discussion on the practicality of having everyone signing up through OutSavvy for free tickets as it would be useful to know numbers in advance and in case there are significantly more members wishing to attend the event than last year. It is sensible to have members sign up, as by getting a ticket, you take ownership of the event as well, so it is better to sign up, in order to be able to order enough pizza for everyone, and being also inclusive of everyone's dietary requirements.

In a parenthesis it needs to be mentioned that nobody touched the vegan and gluten-free pizzas which were ordered last year for the Club Championships,

The Committee would like to officially present their warmest thanks to AH for his service and hard work as Social Secretary, and for his supportive and positive attitude towards the Committee's goals in particular as he was left on his own half way through the club year.

Membership Update (MS)

A very quick update from me as the Club currently is at 700 registered members.

One important subject that needs to be considered and discussed is whether the Club will be following the increase of £2 of England Athletics and whether LFR will be putting up the membership fees by the same increase.

-If the Club were to consider increasing the membership fees by one pound, this increase wouldn't really make a great difference.

-If though the Club were to increase the current £56 by 2£ to cover any other costs this would obviously make a difference to everyone.

-Membership fees were increased by £2 last year, so it might be best considering an increase of just one pound this year.

The decision on this Agenda item is postponed for the RCM of next month.

Action to be taken: The CS is kindly requested to please include the above item in the February Agenda

Discussion on auto renewals and on relative timings.

Discussion on Committee roles and on which of the current Committee members will be presenting themselves again as potential candidates for the next club year.

Club Secretary

30th Anniversary Celebrations Updates

The 30th Anniversary Celebrations team, after having gone through the logistics and checked 12 venues, would like to present their final suggestion for the Committee's consideration, the Buffini Chao Deck venue at the National Theatre. Just to clarify and remind all Committee members that this venue is meant for the 30th Anniversary flagship event, what we hope will become a wonderfully memorable drinks party.

The venue offers stunning panoramic views over London, it's centrally located and comes at what we, the 30th Anniversary team, think is a reasonable pricing.

There are three budget options for this venue. All prices are inclusive of VAT. All of the budgets could be amended to increase the finishing time of the event beyond 11pm, this though would cost £650+ VAT for every additional hour, so perhaps better not. Each prepared budget for your consideration also includes an estimated cost of £1,000 for dressing/decorating the space. As we are currently awaiting quotes from a supplier, the final budget shall be updated accordingly.

Option 1 - Venue hire + min. Spend

This option pays for the venue hire and is based on each member spending £27 on drinks during the evening. This is the cheapest option for members and also the most economical in terms of Club contribution.

Option 2 - Venue hire + welcome drink

This option includes the venue hire plus a welcome drink for members. If members are getting something extra which is included in their ticket beyond the venue-hire, then this could be seen as more value for money, and would naturally be a draw for members to attend the event.

Option 3 Venue hire + 1 hour sparkling drinks reception

This option includes the venue-hire plus a one hour unlimited sparkling drinks reception.

If members are getting something extra again included in their ticket beyond the venue hire it could again be seen as more value for money as an incentive to attend the event, and what they are getting is an hour of unlimited drinks. This option reduces the minimum spend to £696 but it does increase the individual price for members and the overall Club contribution.

Discussion on the advantages of having a reduced minimum spend, while it is much more attractive and sellable having unlimited drinks for one hour.

-One question that all Committee members need to ask is whether we are comfortable as a committee spending £3K for an event of this kind.

-Such an event should also be somehow exploited in terms of publicity and become a PR event, so we may have to consider having a press invitation,

-If the Committee is comfortable with the principle of spending such an amount on this event, then we definitely need to make something out of it in terms of benefiting the Club.

- I feel that what we are trying to achieve here is to find out which is the best option in terms of value for money on behalf of our members. Members would be asking themselves, why would I want to buy such pricey tickets for this event, what am I getting out of this? If the Committee decides to go with Option 2 then the answer to that question is that each member is getting a free drink. If the Committee decides to go with Option 3, then the answer to that question would be that one will be paying £9 on top of what would be paying for Option 2 but will be having unlimited prosecco for one hour.

-Taking into consideration what happened with the drinks at the Christmas party, Option 3 seems the best option to me as well.

-I fully appreciate and share Geoff's opinion on whether the Committee feels comfortable in taking the decision to spend such a large amount of Club funds on a drinks event but this is an event for an important Club anniversary, a milestone to the Club's history. The Club will be asked again to potentially pay another similar if not higher amount in five years time for the 35th anniversary and Club funds are ultimately used in what we feel is the social benefit of members.

- How many guests are we expecting in terms of venue capacity and what happens if the Club doesn't sell so many tickets?

The venue has a capacity of about 180 guests and if the Club doesn't sell as many tickets as we would be expecting, then the Club will have to make up for the losses. It is a risk that we have to take but it is also a risk that we have been taking with each event the Club is organising.

The Committee feels that Option 3, although more expensive, would be more acceptable to membership, as it offers an unlimited amount of drinks for the space of one hour.

The Committee consults with the Club Treasurer who is happy to confirm that the Club has the financial capacity to go with Option 3.

Accordingly the Committee unanimously votes for Option 3.

Action to be taken: CBP is kindly requested to please communicate all the above to the 30th AC team

The Committee would like to express to the 30th AC team the request to please not engage a drag artist for the drinks event as they feel that time has come for the Club to be able to attend at least one LFR event where there is no drag artist invited to perform.

The Committee feels that on this occasion a DJ might be preferable.

Action to be taken: AH is kindly requested to please share with the 30th AC team any DJ contact details that he might have available.

London Marathon Applications Updates

Very short update on this subject, the Committee will be pleased to know that all five LM official Club representatives have been registered, they have all paid their fees and they are all good to go. The process was very fast and completely unproblematic and everyone has signed up and paid in less than 8 hours.

Queerz Night Battle Update

On behalf of ST I would like to inform you that after being aware of the fact that LFR was approached to take part in the Queerz Night sports battle and that in the meantime the whole endeavour fell through the cracks, ST reached out in person to the Queerz Night organiser and arranged to have LFR participating at this fun event by getting the Club two tables. In a parenthesis, there is a limit of maximum two tables per participating club, with 8 participants per table. The next edition of the Queerz Night Sports Battle is in June, currently anticipated to take place on either Monday the 9th or Monday the 16th. ST would like the Committee to come back to him promptly as it is important that LFR confirms these two tables as soon as possible and to start the procedure for members to register to join the quiz. ST is very happy to organise all the logistics of the event for the Club and also to come up with a way to allocate the entries, in case there is a high demand and there needs to be some kind of a lottery system in order to assign the tickets in a fair and transparent way. This is going to be a fun opportunity for LFR members to meet and to socialise and also an extra visibility opportunity for LFR to become promoted among all the Queerz Night followers, as the event has a very strong presence and following on social media. There is obviously going to be a cost per member, which will be covered by the participating attendees and ST will be keeping the Committee informed with updates.

The Committee is very grateful and wishes to express warm thanks to ST, as such initiatives are very welcome and they hugely alleviate and facilitate the work of the Committee.

Discussions on how to best advertise the event.

Discussion on the procedures that will be adopted in order to assure a fair and inclusive representation of members. As the event will ultimately be open to only 16 members out of the existing 700, a transparent system needs to be in place in order to be able to allocate the tickets with fairness.

The Committee votes unanimously for the event to go ahead.

Action to be taken: CBP is kindly requested to please contact ST and inform him of the Committee's decision and of all the above

New Website Update

On a very different but equally interesting note, a short update again from ST, who has been slowly building the website pages. Committee members should be able to scroll through to see the initial layout of the pages and although this is a time-consuming project, and an endeavour that requires some considerable effort, ST is optimistic that the final result will be sleek, with a modern feel and user friendly but also easy to manage in the present state by using the wordpress blocks.

For purposes of clarification and in a parenthesis the LFR website hosting package has been upgraded so now there is the possibility of having an additional domain, which is allowing the WebTeam to create a new second website parallel to the existing one and without affecting any of the content or the style of the existing website. This upgrade will also make the LFR website easier to edit and to maintain for anyone who might be helping with the LFR website in the future. This parallel site is a private testing site and it is not accessible through the usual channels of the regular search engines. The amount of this upgrade is insignificant, it would be paying £60 per year instead of the £30 the Club is currently paying, while on the other hand the benefits from adopting it are numerous. This whole procedure has enabled ST to construct a second new website behind the one that exists, which will offer everyone the opportunity to see it and edit it and to make suggestions and finally to approve it before it goes live.

The Committee offers many sincere thanks for the update and for the time and contributions of ST towards this endeavour and is happy to confirm the upgrade of the LFR website hosting package.

Discussion on the complexities of the different WhatsApp groups and in eligibility criteria for becoming part of the LFR Community Group.

The Committee decides to take a pause on the subject and to move forward only after having created and launched a broader policy relevant to the matter.

Action to be taken: WP is kindly requested to please look into the above matter and to create the policy discussed as per above

Co-Presidents

A reminder to all those present to please check the roles profiles, a document was circulated earlier by CBP, this needs to be done by the end of the week as the document has to be included in the next ebulletin.

Discussion on launching a clear and structured programme regarding the LFR social media and the Club's presence on social media in terms of publicity and visibility.

My proposal would be to offer other members the possibility to come forward and help us create more social accounts on other social media platforms as the Club needs creativity and the presence of different people who are interested to be part of the team and through their collective efforts the Club's publicity will appear as both entertaining and attractive. I mentioned during our last meeting about the potential of making short inspiring videos, such as why do members love being part of the LFR, and then having these videos being part of instagram reels, as this will make them more permanent and they will also make the IFR presence more permanent on social media.

It would be excellent if we were to ask someone who knows who to run it, someone that has a clear idea of what is and how to run a proper social account, as again we need a strategic action to increase the Club's visibility.

CH is more than willing to step down from his current volunteering role.

AOB

When it comes to the Club Championships event, when members take a trophy home for a year and then they have to give it back, I wonder whether we could potentially buy trophies than stay permanently with those who have won them

Action to be taken: ER is kindly requested to please look into the above matter and report back to the Committee

Discussion on the Christmas party

The Committee is incredibly grateful to the SS for their contributions and support, the Club feels that the venue did not do a great job, in more ways than one (a mere example is that there wasn't a member of staff available on the evening of the event that knew how their lights work properly) and that ultimately it's not a venue that we want to go back to for that type of events.

Action to be taken: CBP is kindly requested to send our the Doodle Poll for the February RCM