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 Secretary: Marius Thies (MT)
Publicity & Communications Secretary: Craig Munn (CM)
Social Secretary: Mark Randall (MR)
Operations Secretary: Matt Hunter (MH)
Triathlon Secretary: Ben Humphrys (BH)

Monday 8th June 2026

RCM Agenda

Co-Presidents

Discussion on the EHRC Guidance

DEI Updates

Financial Updates (CT)

Races Updates (RS)

Triathlon Updates (TS)

Publicity Updates (P&C S)

Social Activities Update (SS)

- Social events & 2026 Pride March updates
- 2026 LFR Christmas Party

Operations Secretary (OS)

Membership Update (MS)

Club Secretary

AOB

Chair: WP
Minutes: CBP
Apologies: BH

Monday 8th June 2026

RCM Agenda

Co-Presidents

The meeting was opened by WP, who welcomed attendees and opened the proceedings of the June RCM.

<u>Diversity & Inclusion Updates</u>

The Committee discussed the ongoing developments relating to recent guidance issued by the EHRC, and the potential implications for Club activities and venue usage. It was noted that the Committee has already taken proactive steps in monitoring the situation and has issued an initial, broadly worded, statement through the e-bulletin to acknowledge the matter and thus reassure members that it is being actively considered.

The Committee recognised that this is a complex and at the time being evolving area, requiring a careful balance between supporting members, alleviating their anxieties, and at the same time avoiding any perception that the Club is either endorsing or openly opposing the current guidance, which anyway remains at its present stage subject to further consultation and review process. Committee members noted that the current consultation period extends for forty days from the publication of the draft guidance which was at the end of May, and that the final position may hopefully differ from the current proposals.

In the meantime, the Committee agreed that it would be prudent to continue gathering information. This includes discreetly reviewing facilities of all venues used by LFR, particularly with regard to the availability of gender-neutral changing and toilet facilities, with individual Committee members having already been assigned venues to review, and this information will be collated to assist future decision-making. It was emphasised that the purpose of this exercise is not to direct members towards particular facilities, but rather to provide accurate information about what facilities are available at each venue so that members can make informed decisions for themselves.

It was further noted that CBP has reached out to a small number of members who happen to have both an awareness of the broader context and an interest in the issues, as their insight

will help the Committee better understand how members of the community are approaching the guidance and what considerations are emerging in practice, as part of trying to be more proactive and informed as a Committee, rather than purely reactive when issues arise. Accordingly, the Club's transgender members were contacted to seek their views, concerns and suggestions regarding how the Club might respond to these developments. The Committee agreed that understanding the lived experiences and expectations of both concerned and affected members would be essential in determining any future actions. At present, little direct feedback has been received, although members acknowledged that anxieties undoubtedly exist and that some individuals may already feel exposed or uncertain about future venue arrangements.

The Committee considered whether it would be beneficial to undertake a detailed review of the draft EHRC guidance immediately. However, there was a general view that a comprehensive assessment would be more meaningful once the guidance has been finalised. In the meantime, the Committee will continue to monitor developments closely and remain informed about any changes arising from the consultation process.

MH suggested that, as the situation develops, the Committee should consider how best to maintain openness and transparency with the membership. Committee members agreed that clear communication would be important, whilst recognising that the Club is not currently in a position to provide legal guidance or to advise members not to comply with any future statutory requirements, as LFR should not be advising its members to blatantly break the law. The Committee acknowledged that its role is not to determine the legality or legitimacy of the guidance, but rather to ensure that members are provided with accurate information that will lead to informed decisions on membership's side and are able to participate in Club activities safely and comfortably.

Reference was made to general recommendations presented and further discussed at the Out for Sport AGM, where a discreet and measured approach when engaging with venues had been both preferable and encouraged. Committee members agreed that drawing unnecessary attention to the Club and its members should be avoided at all cost, particularly while the situation remains fluid and uncertain.

The Committee also discussed concerns that some members may feel vulnerable or insufficiently protected under potential future arrangements. A range of possible approaches was considered, including prioritising venues with gender-neutral facilities wherever feasible and examples were cited of venues already offering fully gender-neutral changing environments. However, it was recognised that the practical implications of any guidance will depend significantly on how it is ultimately interpreted and implemented by the individual venues LFR has been using. The Committee is not currently in the position to offer members any concrete guidance, and the Committee cannot be seen to officially endorse a position where the Club is blatantly advising its member not to comply, though it also needs to be

made clear that the Club will not take a position in favour of this unfair guidance, nor ever endorse the situation, the Committee's priority is to remain proactive and keep ahead of developments wherever possible, and continue monitoring the situation closely. The Committee emphasised that it was important to minimise the risk of members being exposed to confrontation or uncomfortable situations, as ultimately LFR's role is not to adjudicate on regulatory matters, the Committee is not in a position to determine or interpret legal matters either, but rather to ensure that all members are able to enjoy a safe, welcoming, respectful and positive club experience, this is the Committee's responsibility and duty of care.

A suggestion, although somehow radical in its application, was raised that the Club might avoid the use of changing facilities altogether as a form of protest against the consultation. While acknowledged as a possible response, the Committee generally viewed this as a more drastic and unconventional approach that would require significant further consideration. The prevailing view was that the Committee should continue gathering information, maintain open communication with members, and respond to individual circumstances on a case-by-case basis as the situation develops.

The Committee also considered whether Circle volunteers should receive some guidance on how to respond to questions from members. It was noted that CL and CLAs may find themselves on the front line of member enquiries and would benefit from having a consistent message and clear points of contact for referral; this will be considered further as the situation evolves.

Members noted that, encouragingly, the issue has given rise to very few incidents within the Club over the past year. Aside from a single matter raised in connection with triathlon swimming activities, which besides being completely anonymous, it has not been entirely clear whether it was actually referring to an LFR member or to another patron of the venue in question, there have been no significant concerns reported. Overall, the Committee agreed on the importance of trying to keep abreast of the whole situation and inform members through very consistent, open and accountable communication.

DEI Discussion

It was initially noted that members of the women-only WhatsApp group had recently been invited by GW to share their views on a broader strategy for women within LFR, including what initiatives or changes they would like to see the Club pursue, including possible priorities, initiatives and areas for development that women members themselves would like the Club to consider. However, no substantive feedback had been received at the time of the meeting.

The Committee then discussed the possibility of creating a dedicated role to strengthen female representation and engagement within the Club, following a suggestion from MH.

This proposal consists in the introduction of a Women's Officer who could act as a dedicated point of contact, advocate for women's perspectives within the Committee and broader within the Club, and help identify barriers to participation and progression. Supporters of the idea noted that such a role could provide valuable insight and ensure that women's experiences are consistently represented in discussions and decision-making. It was noted that any such role would need to be viewed through a lens of genuine understanding, meaningful engagement and lived experience. However, the Committee was equally mindful that it would not wish the creation of such a position to be perceived as a tokenistic gesture or a symbolic response to a broader issue. Committee members emphasised that, if pursued, the role would need to carry a clear purpose, meaningful opportunities to contribute, and the ability to influence discussions and decision-making in a tangible way. The intention would be to strengthen representation and understanding within the club, rather than simply creating a position for appearances' sake.

However, several members questioned whether a role focused solely on women would be sufficiently broad in scope. GW expressed a preference for a wider Diversity Officer position, recognising that issues of inclusion extend beyond gender alone and affect a range of under-represented communities within the Club.

The discussion revisited a previous suggestion by Andrew Corti ironically dating to about five years ago and regarding the creation of a Diversity Champion role. Members agreed that the concept has great merit, particularly if established as a less formal position outside the Committee structure. However, concerns were raised that a single individual might struggle to represent the full breadth of diversity issues affecting the Club and that specific concerns relating to women could become diluted within a broader remit.

The Committee acknowledged that increasing female representation within the Committee remains an important objective. GW indicated that she would particularly welcome more women coming forward to serve in Committee roles and contribute directly to the governance of the Club. Committee members however recognised that the general effort in recruiting volunteers for Committee positions remains challenging and that there is unlikely to be a single solution to improving representation. It was additionally noted that the Club had previously taken steps to encourage female representation within the Committee by creating a number of dual Committee positions that were intended to be held by female and male volunteers. However, despite these opportunities being made available for a number of years, the desired increase in female representation within the Committee did not materialise, as no women came forward to fill those positions; as these roles remained essential to the operation of the Club, they were ultimately filled by male members to ensure that the Committee could continue to function effectively. Members acknowledged that, whilst the intention had been to strengthen female representation within the Committee, these measures had not, in themselves, resulted in significant progress.

It was agreed that the concept of a dedicated Women's Officer, a Diversity Officer, or that of a Diversity Champion should remain under consideration. It was recognised that the suggestion, whilst potentially valuable, would not in itself resolve the underlying issues under discussion. Rather, it was viewed as one possible component of a wider programme of actions, initiatives and measures that the Committee could consider in its ongoing efforts to support and strengthen diversity, inclusion, representation and member engagement across the Club. It was further suggested that women members should also be directly consulted regarding the desirability and potential scope of any such role.

As part of this ongoing exploration, MH agreed to contact Dublin Front Runners to learn more about their Diversity, Equity and Inclusion Officer role and to report back to the Committee on any relevant insights or good practice that may be applicable to LFR.

Financial Updates (CT)

The CT provided the Committee with the monthly financial update and reported that there were no significant concerns to raise. Financial operations continue to run smoothly, with routine payments and obligations being met as expected. During the reporting period, the Club settled a number of notable expenditures, including accommodation costs relating to the North Devon weekend and the annual England Athletics affiliation fees.

The Club's financial position remains strong, with total cash holdings standing at £101,279.76, comprising:

- Current Account: £55,298.54
- Instant Access Saver: £19,929.52
- 32-Day Notice Saver: £15,531.53
- 95-Day Notice Saver: £10,520.17

Total expenditure during the previous month amounted to £7,208.33, while total income received during the same period was £4,257.95.

The most significant individual payments made during the reporting period were:

- £1,732 paid to Cristian Duran in respect of accommodation costs for the North Devon weekend.
- £3,036 paid to England Athletics in respect of annual affiliation fees.

The Committee noted the update and was pleased that the Club's finances remain stable and well managed.

Action to be taken: The CT is kindly requested to please Investigate an invoice for £46 received from a swimming facility and believed to be connected to the Club's triathlon activities. The invoice did not contain sufficient information or a clear reference to the services provided, and further clarification is therefore required before payment can be processed.

Races Updates (RS)

The RS provided an update on recent and upcoming race activity as part of the Club Championships programme.

The Club recently held its first Championship fixture of the year, the Cockerel 10K, which took place yesterday, Sunday 7th of June in Dorking. The event, organised by a local running club, is a scenic 10K route through the Surrey Hills and offers an undulating course with wide, open views. Six LFR members took part, marking a strong and positive start to this year's Championships. The RS mentioned that this event provides a welcome alternative to the more urban 10K fixtures traditionally featured in the calendar, including the Pride Run 10K, and could potentially become a valuable addition to the Club's calendar of fixtures.

Looking ahead to the remainder of June, the following events are scheduled: Thursday 18th of June, the Bridges Relay by the Albert Embankment, on Sunday the 21st of June is the Eltham Park 5 miles, a much loved Club Championships fixture, with 43 members having already signed up, on Tuesday the 23rd June, the Dashing Deer 5K, in Battersea Park, another Club Championships race with 95 members having already registered, and then on Wednesday the 24th the Dulwich Midsummer Relays, at Dulwich Park with registration done individually via a shared form, with 17 members already entered and approximately 21 runners expected to take part overall. The Battersea Mile Relay on the 23rd of July was also discussed, as this year the event allows for up to 81 LFR runners in total and again operates on a self-registration basis, with members being encouraged to sign up independently, with the Committee noting the importance of early coordination to maximise participation and welcoming this increased level of engagement.

A broader discussion followed regarding the Club Championships half marathon planning and the limited access to community places for these larger events. The Committee acknowledged that securing sufficient community entries for major half marathons such as the Big Half has sadly become increasingly difficult, and that independent entry costs are comparatively high for a good number of members. In view of the discussion, several racing alternatives were reviewed, including the Kingston Half Marathon on the 4th of October at a cost of £42, the Marlow Half Marathon on the 1st of November, and a coastal half marathon in Clacton-on-sea in Essex scheduled for mid-August, Sunday the 16th to be more precise. The general view was that members would likely choose between the Marlow race and the mid-August coastal options, depending on preference and logistics. The Committee recognised the importance of maintaining inclusivity while balancing affordability and accessibility.

A discussion was initiated by the RS, who proposed commencing the 2027 Club Championships earlier in the calendar year, potentially with a start date in April 2027. The Committee acknowledged the broader logistical implications of this suggestion, particularly in relation to the transitional period between outgoing and incoming RS responsibilities. It was recognised that aligning the start of the Club Championships with April can introduce a degree of operational pressure, especially where there is an ongoing handover of roles. In practice, the overlap between succession processes and the immediate demands of launching a full Championships programme could prove difficult to manage with optimal clarity and continuity. Nevertheless, the Committee agreed that an earlier launch could offer meaningful benefits, as in particular, it was noted that bringing the Championships forward may enable a more evenly paced and sustainable rollout of fixtures across the year, thereby reducing intensity later in the season and allowing for improved planning, communication, and member engagement over a longer horizon.

The Committee was also informed of the potential of launching a couple of 5K track races, which would still remain among the most cost-effective and accessible events in the calendar. Two key fixtures were identified, one at Finsbury Park and another at Victoria Park. It was noted that one of these events may coincide with the Pride March, which could influence attendance, although with 800 members, those interested could still choose to participate depending on personal commitments and preferences, the Club has enough members for more than one event to take place on the same date.

A new proposal was introduced by the RS for consideration, namely the creation of a "Random Race of the Month" initiative. The concept would involve selecting a different and potentially somewhat unusual race each month, ideally held during the weekend, and encouraging members to attend together as part of LFR. These random events could include trail races, lesser-known local events, or more unconventional fixtures designed to encourage exploration and shared experiences beyond the structured Club Championship programme. The Committee responded with great positivity to the idea, recognising its potential of introducing further variety into the racing calendar.

Finally, the RS informed the Committee that he has begun going through the London Marathon Parameters Document, which will be reviewed thoroughly in the following weeks with the intention of circulating to Committee members in advance of the next meeting for a Committee final review, after which it will be discussed and finalised collectively.

Action to be taken: MT will take responsibility for sharing the draft ahead of the July RCM.

Publicity Updates (P & C S)

On Instagram, the month of May delivered a notably strong performance across both reach and engagement, with the LFR account recording 140.7k views from Reels and posts combined, a result described as unexpectedly high but unequivocally positive in its implications for visibility and brand reach. Of these views, 36% originated from non-followers, indicating that a substantial proportion of content is now extending beyond the existing community and reaching new audiences organically. The account has grown to 4,268 followers, reflecting an increase of 168 from April, which again exceeded initial expectations for monthly growth.

Across the month, 17 posts were published, encompassing a blend of organic and non-organic content, though this figure does not fully capture the broader volume of posting activity, which included a high frequency of event-related content alongside the regular weekly runs. CM noted that this consistent rhythm of posting has helped sustain momentum across both structured race events and everyday club activity. Among organic content, the standout post was the Tuesday Track session dated 12th of May, which had reached 18,340 views as of the 7th of June, with such a strong performance being attributed in part to its candid and relatable imagery of naked sweaty torsos, which resonated widely and generated

significant organic traction. Among non-organic content, the most successful post was QRC's Hackney Half content, which surpassed 10,000 views as of 15th of May and contributed meaningfully to broader event visibility.

Overall, the Club's Instagram content reached over 10,000 distinct accounts during May, representing a 74% increase compared with the previous month. CM noted that this growth reflects sustained momentum carried forward from April, supported by 17 organic posts from the main account, covering key events such as the Hackney Half, the Green Belt Relay, and many of the weekly Club runs.

Looking ahead to June, the current approach will continue, with a strong emphasis on Club races, weekly runs, and event-based storytelling. Key upcoming content will include the Three Bridges Relay, the Dashing Deer race, the Dulwich Relays, and the Mile Relay, alongside Pride Month activity and broader thematic visibility. The Women and Non-Binary Run of the Month and associated training content were also identified as important focal points for inclusive engagement.

A mild but notable increase was observed in the number of potential new members reaching out via Instagram. These enquiries predominantly relate to weekly run participation and all enquiries are increasingly being directed to the LFR website, with a growing need for clearer and more streamlined messaging to support onboarding and reduce friction in information flow.

Turning to the e-bulletin, CM noted that all weekly editions were sent on time at 12pm on Mondays throughout May, with no operational issues reported. All requests to join or amend the mailing list were processed successfully, ensuring the integrity and responsiveness of the distribution system.

On FB, the membership group remains stable at 589 members, with no change from the previous month. The platform continues to function primarily as a space for photo sharing and post-event visibility, and no issues or structural changes were reported.

WhatsApp activity showed continued growth, with membership increasing to 437 members, representing a net gain of 14. Engagement across the general chat remains healthy, with no reported issues or the blissful absence of any behavioural concerns. All subsidiary WhatsApp groups are functioning as intended, following a recent review and cleanup process. Notably,

the Christmas 2025 and Eurogames 2025 groups have now been removed as part of ongoing housekeeping.

For June, the focus for Instagram content will continue to centre on weekly runs where photography is available, alongside a curated selection of thematic and event-driven posts. These include the previous trail run, Women and Non-Binary ROTM content, all five Club Championships race events, the LFR participation at the Valencia Gay Games, some Pride Month visibility, the Pride Run, and Women and Non-Binary 10K training-related content.

Under the operational theme of "What we're doing this month," CM discussed WhatsApp group management and longer-term maintenance. With the recent structural cleanup complete, attention now shifts towards sustainable oversight. The London Marathon group has been issued a warning regarding imminent closure; in addition, the Trans Pride group, with the actual event scheduled around the end of July, was discussed in terms of lifecycle management, including whether it should be repurposed for the future event and subsequently retired following the conclusion of its immediate purpose.

A proposal was also made by Adam Jones to introduce a dedicated WhatsApp group for the Wednesday Coaching, functioning as a parallel structure to existing daily run groups. This suggestion was noted as potentially beneficial in supporting training-specific communication and structuring midweek engagement more clearly.

The e-bulletin will continue in its current form, with consistent weekly delivery maintained. On Facebook, no structural changes are planned at this stage, although longer run leaders will continue to be encouraged to post routes and photos to maintain visibility and community interaction.

Under other updates, work has begun on redesigning the e-bulletin to align with the updated LFR visual identity. The proposed structure will shift towards a clearer segmentation of content, focusing on "What's happening this week," "Races and running events," and "Socials and trips." The intention is to simplify the newsletter significantly, improving readability and reducing cognitive load for members, while maintaining completeness. This redesign remains in progress and will require further time before full implementation.

Support was also discussed in relation to the E&C run, alongside a general push to increase the volume of photographic content from weekly runs, including some from the Thursday

Clapham sessions, and not just static group photos but broader on-route imagery to better capture the lived experience of LFR activity.

Additional operational items included support for promotional activity at the Elephant Park outreach event, where external partners have expressed interest in including anf collaborating with LFR, which may involve pre Monday-run activations within Elephant Park itself. It was suggested seeking further support by reaching out to some of the Monday runners, which includes contacting Kai and Michael Rutherford, as both habitual Monday runners and trusted volunteers, with some extra coordination required for the occasion from CM.

Lastly, the possibility of BTS free tickets was also mentioned in relation to engagement incentives.

Action to be taken: It was agreed that the WhatsApp policy created by CM should be circulated to the full Committee, with CM assigned responsibility for actioning this by a defined deadline.

On digital infrastructure, questions were raised regarding Instagram configuration, including whether conversion of the current account to a business account would offer meaningful benefits, with no financial implications identified for switching account type. While there were some concerns noted regarding the slightly outdated appearance of the current website, it was clarified that an Instagram business account would primarily enable features such as automated responses to direct users towards the website or the LFR info account. The use of story highlights as a navigational tool was also discussed,

A question was raised by MT regarding the potential splitting of the e-bulletin into two separate publications. While the idea was acknowledged as previously considered, the prevailing view was that, although the current single bulletin is lengthy and not always fully read by members, splitting it could potentially introduce additional workload without guaranteed improvement in engagement. The concept remains under consideration within the broader redesign work, though no immediate change was recommended. Overall, the Committee leaned towards maintaining a single bulletin format for the time being, noting that any structural change would require careful planning and coordination if pursued in future.

Social Activities Update (SS)

The Committee received an update on upcoming social activities and member engagement across the summer and festive calendar, noting strong levels of interest in several events and ongoing efforts to encourage broader participation.

Preparations for the Black Cap drinks continue to progress well, with 72 attendees having currently confirmed through Outsavvy registrations. While the SS remains hopeful that further bookings will be received closer to the event date, as the venue has a capacity of 120, it was also noted that no women have yet registered at present. GW mentioned that there had been some initial interest from at least one prospective attendee and agreed that further promotion may help encourage wider participation. The discussion also prompted a broader reflection on the value of hosting social gatherings in a variety of venues, including the possibility of extending social activities following the Pride Run at the same venue, aiming to create additional opportunities for members to socialise in different settings.

An update was also provided on the forthcoming Nespresso Masterclass event, for which 12 attendees are currently confirmed. Although there was hope for a higher number, it was acknowledged that attendance may increase as the date approaches. The Committee noted that the event unavoidably coincides with the Eltham Park 5 race and agreed that additional reminders should be circulated by the SS through WhatsApp to maximise visibility and attendance, as there is very little else that can be done when two LFR events happen to coincide.

Further updates were provided regarding participation in the 2026 Pride March. At present, 55 members have confirmed their attendance, leaving approximately 20 remaining places available. The SS noted that three women have already registered to take part and discussed the importance of undertaking a further promotional push to encourage additional participation. GW agreed to support these efforts, as far as the LFR women were concerned. It was also recognised that the event timing presents challenges for some members due to its proximity to the Valencia Gay Games, which may affect final attendance numbers.

The Committee discussed several parade logistics, including arrangements for carrying the Club banner. Zeke Farrell has very kindly agreed to undertake the role that was recognised as both highly visible and symbolic of his recognition as the 2025/26 NOTY. As Alex Carington is not able to attend, due to attending the gay Games, Sarah Flanagan was identified as an extremely worthy nominee to step in, should additional support be required on the day.

The Committee then considered plans for the 2026 Christmas Party. SS reported that exploratory discussions have taken place regarding the possibility of hosting the event at the Residence of the Belgian Ambassador in Belgravia. The Belgian Ambassador is a member of LFR and has expressed considerable enthusiasm in supporting the Club, with the venue being viewed as particularly attractive due to both its prestige and central location.

In considering potential dates, the Committee noted that Saturday 28 November should be avoided due to a clash with a different celebratory event which will attract a large number of Club members, and with the 5th of December equally not practicable, as a result, Saturday the 12th of December emerged as the preferred date, and it was agreed that a “Save the Date” announcement should be included in forthcoming Club communications.

The proposed venue will be provided through the incredible generosity of HE the Ambassador as free of charge, although all associated event costs would remain the responsibility of the Club. Catering would be supplied by the Embassy’s chef on a direct cost basis, creating a potentially more economical arrangement than a commercial venue by eliminating profit margins and venue staffing charges. Additional costs would include overtime for the Residence butler, waiter staffing, entertainment, and any optional enhancements such as decorations or floral arrangements.

The ground floor has an estimated capacity of approximately 220 guests, with additional space available on the first floor if required, although this would necessitate further staffing and additional logistical planning. Food and beverage costs are expected to remain around £25 per person, while waiter staffing would be calculated according to guest numbers, typically based on one waiter per ten attendees. The Residence butler’s weekend attendance would also incur a modest additional cost.

Entertainment options were also discussed, including the possibility of engaging Billy K, a DJ who has previously performed at Embassy Pride events and who has experience at venues including Circa and Roast. Preliminary estimates suggest that the overall event cost, including food, drink, staffing, entertainment and associated expenses, would amount to approximately £43–£46 per person, depending on final attendance numbers. The Committee noted that this would compare favourably with last year's Christmas Party pricing and could potentially be achieved without requiring a Club subsidy.

Clarification will be sought regarding the exact scope of the food and beverage package included within these estimates, as well as the anticipated event duration, currently envisaged as a five-hour programme from 7.00pm until midnight.

Finally, the Committee received confirmation that the Summer Picnic has now been scheduled for Saturday the 22nd of August. The event will begin at Vauxhall Pleasure Gardens before continuing to The Cock Tavern, providing members with an informal opportunity to socialise during the summer period.

Operations Secretary (OS)

The OS provided a wide-ranging update with a particular emphasis on strengthening operational structure and improving cross-Committee handovers.

Within the Club's training and track development, initial steps have been taken to explore the launching of a coaching provision for the Greenwich run group in collaboration with the Coaching Coordinator Adam Jones. In parallel, contact has been established with two key track venues, Battersea and Mile End, with a view to assessing the feasibility of structured Club-funded or partially subsidised track sessions, with the intention of broadening access to training environments and to support members within the Club's framework.

In relation to the various leisure centres and facilities the Club is currently using, the OS is currently coordinating the collation of relevant information following the recent ECHR ruling concerning venue facilities. This work includes reviewing implications for accessibility, compliance, and communications, with a view to ensuring that Club messaging and operational practices remain fully aligned with updated guidance and best practice expectations.

Coordination was undertaken for the Eltham Park 5 post-race arrangements in collaboration with MR and Matt Clare, including the associated communications to the Publicity team. As of May 24th, 43 LFR members had registered for the Eltham Park 5 race, reflecting strong engagement with this fixture and reinforcing its position within the Club Championships programme.

Regarding Committee processes and governance, the OS has produced a one-page Committee handover and governance checklist, intended as a practical and accessible working document to support continuity across Committee transitions. This document is designed to ensure that key operational tasks are consistently completed at the start of each financial year and during role handovers. These include, but are not limited to, the transfer of social media permissions, the review and confirmation of financial access, and the completion of wider operational continuity checks. The OS invited Committee members to

review the document and propose additions relevant to their respective areas, with the aim of refining it into a shared governance tool. It was acknowledged that this document will become an extremely useful reference point for Committee processes and institutional knowledge.

In relation to Club kit, ongoing liaison has continued with Run and Become regarding kit collection logistics. Follow-up communications have been issued to members who have yet to collect their kit, with reminders circulated to encourage completion. In parallel, initial discussions have commenced with the Club's clothing supplier to explore future ordering cycles, including potential scheduling options that would improve predictability and member access to kit releases.

Membership Update (MS)

The MS provided an update on current membership figures and ongoing administrative tasks relating to member records.

It was noted that membership currently sits at approximately 700 individuals who are either active payers or within the broader recorded membership pool, including those whose payment status may still require confirmation. The MS highlighted that, in line with established annual patterns, there is typically a natural attrition rate of around 10 percent, which is reflected in the ongoing process of reviewing and updating the membership database.

Work continues on maintaining a comprehensive record of members who have been removed from the system, with a view to ensuring accuracy and transparency in year-on-year tracking. The MS noted that this "deleted list" is reviewed and updated annually, forming part of the Club's longer-term membership monitoring and continuity records.

In relation to member engagement and the unused Pride Marche tickets, it was proposed that new members should be contacted regarding participation in the Pride March. This was agreed as an action identified to support outreach and encouragement efforts, particularly with a view to strengthening inclusive participation across newer members.

Action to be taken: GW and MR are kindly requested to please liaise in consideration of this background, as per above

The MS also flagged the need for a reconciliation check of the Pride March participant list against current membership records, to ensure that all individuals listed remain active

members. This was agreed as a necessary validation step to maintain accuracy and consistency across event participation data.

Finally, reference was made to the intention to upload or integrate the relevant membership documentation into the Club's shared systems, specifically via Webcollect, in order to improve accessibility and centralise key administrative resources.

Club Secretary

Action to be taken: CBP is to collate and circulate to the Committee the feedback received from contacted LFR members regarding the potential implications of the forthcoming ECHR decision, including any perspectives relevant to member safety, inclusion, and accessibility considerations. Further responses will be shared as they are received in order to support the Committee in developing a proactive and fully informed approach.

Proposed Photography & Short Film Collaboration The Committee was informed of an initial approach by Tom Parker, an external photographer with an expressed interest in developing a short film centred on LFR activity, alongside supporting photographic content for Club use. CBP outlined that an initial conversation had taken place during which key considerations were discussed particularly in relation to member consent, personal comfort, and the practical sensitivities associated with any form of visual documentation within Club settings.

The initial concept under consideration involves two potential photographic sessions, one during a Saturday morning run in Victoria Park and a second during a Thursday track session at Battersea. These locations were identified as offering contrasting but complementary environments, balancing accessibility, familiarity, and training context. It was further noted that, following discussions, a preliminary and non-binding understanding had been reached with the proposal of the first session taking place on Saturday the 20th in Victoria Park. It was further confirmed that, at this stage, the only provisional point of agreement is that any photographs or footage captured during these sessions would be used exclusively by LFR for social media and wider publicity purposes, subject to appropriate consent procedures.

Proposal for Exploratory Coaching Initiative The Committee considered a proposal introduced on behalf of coaching assistant Adam Lamb, relating to the potential development of a structured coaching offer for Victoria Park runners. The proposal was presented as an exploratory and phased initiative designed to assess demand, feasibility, and long-term sustainability prior to any formal implementation.

It was outlined that the initial phase would involve a light-touch survey of Victoria Park runners in order to gauge levels of interest and identify the likely scope of demand. Should sufficient engagement be demonstrated, this would be followed by the development of a more defined coaching plan, to be shaped in collaboration with Coaching Coordinator Adam Jones. The proposal further included a short pilot period, intended to test participation levels, gather feedback, and refine delivery in response to member experience.

Delivery of the sessions would be led by coaching assistant Adam, with support from coaches Pawel G and Ranjit Modhawadia, both of whom have significant experience delivering consistent and long-standing running and leading provision within the Club, as Pawel G has independently led the East London Longer Run on a fortnightly basis for the past two years, while Ranjit has similarly led the weekly 10K training option over the same period, demonstrating a sustained commitment to volunteer-led coaching at Club level.

Following discussion through a remarkable exchange of emails, the Committee unanimously agreed in principle to support the exploratory approach as outlined, including the initial survey phase, collaborative development with the Coaching Coordinator, and the proposed pilot structure, subject to further refinement based on member feedback and operational considerations.

Action to be taken: CBP to engage with the LFR Web Team regarding the establishment of Committee-level administrative access to the website which should include securing backend access for authorised Committee members and facilitating the review and updating of key website sections where content requires amendment or refreshment.

AOB

2026 Valencia Gay Games The Committee held a brief discussion regarding the 2026 Valencia Gay Games, with members noting the forthcoming participation of LFR and the

continued importance of supporting opportunities for international sporting engagement and community visibility.

Glasgow FrontRunners Invitation The Committee also considered a recent invitation received from Glasgow FrontRunners in connection with their fifteenth anniversary celebrations, which will culminate in a flagship event taking place on the 25th of July 2026. The event forms part of a wider programme celebrating the club's history and contribution to LGBTQ+ participation in athletics and will include the premiere of a documentary exploring the development of Glasgow FrontRunners and the broader role of queer participation in sport within the city.

Through funding secured by the organisers, two representatives from each FrontRunners club within the Commonwealth have been invited to attend the evening celebration free of charge. A modest travel contribution has also been made available to support attendance.

Following discussion, the Committee agreed that the most appropriate course of action would be to publicise the opportunity through the e-bulletin and invite expressions of interest from members. Should interest exceed the number of available places, a fair process for identifying representatives will be considered. The Committee welcomed the opportunity to strengthen relationships across the wider FrontRunners network and to support the Club’s presence at this significant milestone event.

Limited Company Considerations The Committee then turned its attention to the ongoing consideration of the Club's future legal structure. Following discussion at the AGM the Committee launched the possibility of transitioning LFR into a limited company structure and it was noted that, at the present time, the Committee's focus is on exploring the limited company option further, whilst recognising that charitable status would likely introduce a significantly greater administrative and regulatory burden.

The Committee was keen, however, to ensure that members are given a meaningful opportunity to contribute their views before any decisions are taken. To that end, the Committee unanimously agreed to launch a formal consultation exercise with the membership. It was agreed that a concise and accessible summary document should be prepared and circulated during the following week, setting out the rationale for exploring incorporation, the potential implications for the Club, and the key considerations under review. It was further noted that, whilst charitable status had been considered, the

Committee's preliminary assessment is that such a model may not represent the most proportionate or suitable framework for an organisation of LFR' nature and activities. In addition to the increased regulatory and governance obligations associated with charitable status, concerns were raised regarding the potential impact on operational flexibility and the degree to which the charitable model aligns with the Club's broad mix of sporting, social, wellbeing, and community objectives. Accordingly, the Committee agreed that its efforts should be focused on exploring the limited company option in greater detail, whilst ultimately recognising that any decision on the matter will rest with the membership following the consultation process.

Recognising the significance of any potential change to the Club's legal status, the Committee agreed that communication should be undertaken through multiple channels to maximise awareness and engagement. A shorter summary would be included within the e-bulletin, accompanied by a more detailed briefing distributed through Webcollect, with additional signposting provided through the Club's WhatsApp channels to ensure members are aware of the consultation and encouraged to participate. Members will be invited to submit comments, questions, observations, and suggestions over a consultation period of one month. All responses will be directed to the Club's info email account to facilitate collation and review by the Committee before any subsequent decisions are considered.

New LFR App Discussion Finally, the Committee discussed an early-stage proposal from Jill Olsen relating to the potential development of a dedicated LFR mobile app. It was acknowledged that the concept remains at a formative stage and that a number of important operational, governance, and sustainability questions would need to be explored before any further consideration could take place.

The Committee agreed that, prior to inviting a formal presentation of the proposal, it would be beneficial to establish a structured list of questions covering matters such as long-term ownership, maintenance responsibilities, succession planning, ongoing support requirements, governance arrangements, and the overall value proposition for members. It was recognised that a clearer understanding of these issues would enable a more informed discussion at a later stage.

Action to be taken: CM to make contact with Jill Olsen and present on behalf of the Committee an initial set of questions for Jill’s consideration before any formal proposal is brought forward for discussion.