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)

Tuesday 15th September 2026
RCM Agenda

Co-Presidents
Diversity & Inclusion Updates
LFR Women's Trip

Financial Updates (CT)

Races Updates (RS)

Triathlon Updates (TS)

Publicity Updates (P& C S)

Social Activities Update (SS)
The 2026 LFR Christmas Party

Operations Secretary (OS)

Membership Update (MS)

Club Secretary Updates

2027 London Marathon

Christmas Closure Dates
2027 AGM Date
October RCM Date
December RCM Date

AOB

Chair: GH
Minutes: CBP
Apologies: BH, CM, WP,

Co-Presidents

Diversity & Inclusion Updates

Women's Officer Role The Committee discussed the proposed Women's Officer role, although the actual title may change to Women's & FLINTA+ Officer, or most probably Women's & FLINTA Coordinator.
MH has initiated the suggestion by circulating a document setting out the proposed role description together with a timetable for the actions required to establish the role and its remit, along with the role's first steps. It was further noted that the points raised during the discussion were broadly supported, particularly the importance of defining the purpose and scope of the proposed role carefully from the outset.
The role should not be conceived as placing responsibility for "fixing" diversity or inclusion within LFR upon a single individual, as responsibility for fostering an inclusive, welcoming and equitable Club environment will firmly and collectively remain with the Committee.
The proposed Coordinator role should therefore be understood as an additional mechanism through which the Committee can listen more effectively to members, rather than as a delegation of the Committee's wider responsibility for inclusion. The Coordinator would provide a consistent and recognisable point of contact for women and FLINTA+ members, creating an accessible route through which concerns, ideas and suggestions can be brought forward. A particularly important aspect of the role would be to facilitate a stronger flow of information between Club members and the Committee.
Rather than attempting to resolve every issue independently, the Coordinator would be expected to listen, identify themes and practical issues, and bring relevant observations and recommendations back to the Committee for collective

consideration. This would allow the Committee to remain responsible for determining priorities and, where appropriate, implementing any necessary changes.
CBP had subsequently provided a number of suggestions and observations for consideration, after which it was agreed that GW will now review the final documentation in full and subsequently return to MH with any further comments or recommendations, allowing the proposed wording and framework to be refined before progressing further.
Action to be taken: GW will review the final version of the document and communications suggested by MH and will come back to MH in due course

London Marathon Volunteering and Club Places The discussion then turned to the London Marathon volunteering during the previous year, particularly in the context of increasing the visibility and participation of women within the volunteering programme. It was noted that, as part of efforts to encourage greater female participation, consideration had been given to the potential of establishing a women-only volunteering team, in consequence of which reference was made to a suggestion raised within the women's chat regarding the possibility of allocating one of the LM Club Places to a woman, in the context of encouraging greater participation and visibility of women in LM volunteering.
The Committee reiterated that a transparent and established procedure is already in place for the allocation of LM Club Places and that the exact same criteria apply consistently to all Club members, and that there was absolutely no objection in principle to a woman being allocated a Club Place. It was emphasised, however, that the established process must be followed, and that an LFR woman would first need to submit an application for a LM Club Place and subsequently meet the same eligibility criteria that apply to all other applicants.
It was additionally noted that no applications for a LM Club Place had been received from women during the previous year.
The Committee therefore agreed that female members should be actively encouraged to consider applying, and that such encouragement would be entirely consistent with the approach already taken with the wider membership, whereby members are regularly reminded and encouraged to apply through the Club's established communication channels.
The discussion also clarified the circumstances surrounding the proposal for a women's volunteering team at Canary Wharf. CBP explained that this had indeed been considered as a possible arrangement. However, of the approximately 30 volunteers allocated to that location, only 15 were women; consequently, the proposed team could not reasonably be described as a women-only group, although it did constitute a predominantly female team.
CBP further clarified that all women who had come forward expressing a preference to volunteer at Butcher Row were offered a place at that location, and that the eventual allocation of volunteering locations was therefore determined by individual

volunteer availability and the operational requirements of the LM, rather than by any intention to prevent or restrict female participation at particular locations.
The Committee agreed that volunteering locations should continue to be allocated according to individual availability and the practical requirements of the event. At the same time, active encouragement of women to participate in LM volunteering and to apply for Club Places was considered appropriate. Such encouragement can continue through the weekly e-bulletin, Circles and WhatsApp communications, alongside the general encouragement already extended to the entire membership.

Increasing Committee Visibility and Accessibility The Committee then considered whether greater visibility of the Committee within the wider Club would be beneficial. It was suggested that a more visible presence could help members better understand the Committee's role, become familiar with those serving on it, and feel more comfortable approaching the Committee with questions, concerns or suggestions. One possible approach discussed was the creation of a dedicated Committee feature, potentially including photographs of Committee members and a clear explanation of how members can make contact. A Committee presence at a Club occasion or social event was also considered as a possible way of making the Committee more approachable and recognisable in an informal setting.
The importance of ensuring that members are aware of the appropriate means of contacting the Committee was noted. A simple and prominent reminder, such as "If you would like to contact the Committee, please use the following email address…", could provide a straightforward point of access while reinforcing the Committee's openness and availability.
It was also suggested that photographs of the Committee could be used to give greater visibility to those involved in Club governance and to put recognisable faces to the Committee's work.

Publication and Communication of Committee Minutes GW suggested that perhaps a short extract or selection of points from the Committee minutes could be incorporated into the Club's e-bulletin, providing members with a brief insight into matters being discussed and considered by the Committee.
The proposal was considered in the context of the existing arrangements for transparency. The Committee minutes are already made publicly available, and members who have an interest in the Committee's work are able to access the full minutes through the established channels. It was therefore questioned whether reproducing extracts within the e-bulletin would provide sufficient additional value to justify the additional content.
It was also observed that the e-bulletin is already substantial in length and contains a considerable amount of information. Adding further material from the minutes could make an already extensive communication even more content-heavy. Although inclusion in the e-bulletin would potentially attract greater visibility to the minutes, increased visibility would not necessarily translate into greater readership or

engagement. Members do not uniformly read every edition of the e-bulletin in full, and many recipients are likely to scan the content selectively rather than read each individual item.
On this basis, the existing arrangement of making the minutes publicly accessible on the LFR website was considered sufficient for those members who wish to follow the Committee's work in detail. The broader question of Committee visibility, however, remained relevant, particularly in relation to ensuring that members know who sits on the Committee, understand its purpose, and feel able to approach it directly when necessary.

Women's Run of the Month It was confirmed that the Women's Run of the Month will continue following the summer break, which was due to the women's training programme taking place during this period. The run is expected to resume following the Pride Run 10K.

The women's training programme was also noted to have received very positive feedback, particularly from newcomers, who commented favourably on both the organisation and delivery of the programme. It was further noted that some participants, at least three, had subsequently joined LFR as registered members.

It was also noted that two women attended the Isle of Wight weekend, marking, to GH's recollection, the first occasion on which women have participated in the event.

LFR Women's Weekend Trip The Committee discussed the proposed LFR Women's Weekend Trip, with particular consideration given to the appropriate level and form of Club financial support. The general principle was reiterated that Club trips should be self-sustaining, with the Committee ordinarily limiting its financial involvement to assistance with unexpected or exceptional expenses. It was noted that, two years previously, £500 had been provided towards the Women's Trip, specifically to subsidise race entry costs, thus the Committee considered the implications of providing a similar subsidy for the proposed trip.

It was noted that any such contribution would be drawn from the Club's reserves rather than from registration fees, and therefore would not represent a sustainable source of funding for repeated or ongoing subsidies. Questions were also raised about consistency and precedent, particularly if financial support were to be extended to one trip while other Club trips remained self-funded.

Rather than providing a flat contribution towards the overall cost of the trip or a fixed amount per participant, the Committee considered that a more appropriate and clearly defined form of support would be to cover the race entry fees associated with the trip. This would provide direct support towards a specific aspect of the trip, while also aligning the expenditure with the Club's wider objective of encouraging members to participate in races and increasing participation in running activities.

The Committee was therefore much more comfortable in principle with reimbursing race entry costs upon receipt of the relevant documentation, participants would be requested if they could submit the race entry receipts together with their respective banking details to the CT, following which the agreed costs would be reimbursed.

It was considered that this approach provided a clearer rationale for the expenditure and established a more consistent basis upon which similar requests could be considered in future. Rather than creating an open-ended precedent for subsidising individual trips, the Committee would be supporting a specific and identifiable participation cost, with the wider objective of encouraging more members to take part in races.

It was additionally considered that this approach could encourage members to bring forward proposals for activities and trips where there is a clear purpose and a meaningful rationale for Club support. The Committee would be prepared to fund race entry costs where these form part of such proposals, providing a clear and consistent basis for supporting increased participation in races while avoiding a general subsidy towards the overall cost of individual trips.

Action to be taken: GHf to respond to LWS regarding the Committee's position on financial support for the Women's Weekend Trip.

LFR Incorporation Discussion on the question-and-answers document in preparation and regarding the proposed incorporation, including information on the Articles of Incorporation and the arrangements for the company directorship. The relevant documentation will be circulated to the Committee for review and sign-off.
It was considered impractical to appoint all Committee members as company directors, particularly given that Committee membership is subject to annual changes, with members stepping down, standing for re-election or new volunteers taking on roles. Frequent changes to the composition of the company's directors would create unnecessary administrative complexity.
The preferred approach discussed was therefore for the company directorship to be held by the two Co-Presidents, the Treasurer and the Secretary. These four positions were considered the least likely to change from one year to the next, providing greater continuity and stability for the incorporated entity while remaining sufficiently representative of the Club's leadership structure.

Financial Updates (CT)

The CT provided the latest financial position of the Club. Total cash on hand stood at £99,383.89, comprising £53,217.73 in the current account, £19,962.57 in the Instant

Access Saver, £15,608.91 in the 32 Day Notice Saver and £10,594.68 in the 95 Day Notice Saver.

During the previous month, total expenditure amounted to £3,427.04, while total income was £4,846.22.

Significant expenditure included £1,200 paid to Shane Cullinan towards accommodation for the Isle of Wight trip and £531 paid to Champion Systems for LFR merchandise. Both payments had been made.

It was also reported that 77% of payments for the Christmas Party had been received to date.

The financial position was noted, with no significant income above £500 from a single source reported for the period.

Races Updates (RS)

The RS provided an update on recent and forthcoming Club races.

Barking 5K The Barking 5K was noted to have attracted a relatively low level of LFR participation, with four members taking part; those who attended nevertheless reported a very enjoyable experience, and the race itself was regarded positively.

River Relay The River Relay was considered a particularly successful event, with 20 LFR runners participating, approximately one third of whom were women. The event was very well received, with participants enjoying both the race itself and the team experience. LFR finished fourth overall, with the teams reflecting a broad range of running speeds and a particularly diverse age profile, with each LFR team also including a woman. The format of the relay was considered particularly welcoming, as participating clubs are required to include a veteran and a woman, with a maximum of three senior runners per team.

The only significant drawback noted was that the relay takes place on the same date as The Big Half, which would of course create some logistical and scheduling difficulties for members wishing to participate in both events. Two participants used their own cars, which proved particularly helpful given the complexity of the logistics. The Club was required only to arrange the necessary insurance for the vehicles, resulting in minimal additional administrative work and costs.

Overall, the event was regarded as a great success, with all participants who attended expressing strong enthusiasm for the experience and it was agreed that LFR should participate again next year. The course is entirely flat, and the organisers have indicated that they would be very pleased to welcome LFR back. The event is

organised by Strugglers, the same club responsible for organising and delivering the Green Belt Relay.

The Big Half The 2026 Big Half was also discussed, with 56 LFR members completing the event, which was particularly positive given that only 50 community entries had been available to the Club this year, indicating that the available places had been fully utilised.

The question was raised as to how the Club should approach situations where a member has accepted a Club place but subsequently does not participate in the race. It was noted that, in this instance, the entries had been individually paid for by participants rather than funded by the Club, and consequently, there was no financial loss to the Club and no basis for seeking reimbursement.

It was recognised that there can be entirely legitimate reasons for a member being unable to take part after securing a place, including a recent injury or family circumstances. The discussion therefore acknowledged the importance of allowing for individual circumstances when considering non-attendance.

Cross Country The Cross Country season is approaching, and two applications have already been received for the vacant XC Captain position.

It was agreed that the applications should be circulated to the Committee as soon as possible to allow sufficient time for consideration and a decision. Given that the successful candidate will need to meet and work closely with the existing XC Captain, it was considered important that the appointment be made with sufficient time before the first event, which is approximately one month away. Early confirmation would provide the two Captains and the wider XC team with greater opportunity to establish an effective working relationship and prepare for the forthcoming season.

GH will circulate the two candidate statements to the Committee, following which the Committee will be asked to vote, with voting by email considered appropriate given the timescale.

It was also strongly suggested that Lucy, as the current XC Captain, should be included in the process and have an opportunity to contribute to the selection. As the person who will be working directly with the male XC Captain, her perspective was considered particularly relevant to ensuring an effective communication amongst them and a strong working relationship within the XC team.

Action to be taken: GH is kindly requested to please circulate the two XC candidature statements, as per above

Club Championships Following the Pride Run, the remaining races in the current Club Championships programme will comprise the Vitality 10K followed by two half marathons, after which the championship programme for the year will be complete, and there will be only the XC events to consider.

The Committee noted the efficiency with which the Club Championships programme had been organised and thanked MT for his great work in coordinating it.

A short survey of members was proposed by the RS to gather feedback on the Club Championships season. Marius will prepare a Google Form and circulate it to the wider membership as it was recognised that the responses may reflect a broad range of valuable experiences: while some members have participated enthusiastically and consistently, others have taken part less frequently or have little interest in the championship format. The survey would therefore provide a useful opportunity to gather a wider range of views towards the end of the year and inform consideration of the programme in future seasons.

Met XC and SEAA: An update was also provided on the Metropolitan XC and SEAA dates, confirming that the relevant dates have been published and are currently available.

Social Activities Update (SS)

Sports Day Event The Committee was informed on the recent Sports Day Event, which was ultimately considered a successful and enjoyable occasion, despite the considerable organisational challenges involved in coordinating the members of what was the LFR team. The event proved particularly difficult to deliver due to a number of late withdrawals, with the final LFR team comprising the requested five participants. Despite the pressures and uncertainty leading up to the event, the arrangements came together successfully on the day.

Four additional LFR members attended as spectators. It was noted that attendance and wider Club engagement might have been considerably greater had the event not taken place on a Bank Holiday, nevertheless most previous editions had attracted larger numbers of LFR spectators and generated broader engagement across the Club.

While the event was considered worthwhile and enjoyable, and it is for an excellent cause after all, the level of organisational effort required was acknowledged. The SS will therefore consider how the event develops and whether coordinating LFR participation again next year would be appropriate.

Sail Loft Social The recent social at the Sail Loft was reported to have gone very smoothly. The Club met the venue's minimum spend, attendance was really good, and no significant issues were encountered, so it was again a success.

Upcoming Socials The forthcoming social programme includes events at the Retro Bar and the Black Cap. The SS will include the relevant information in the Club announcements and will also remind members on the day, including those attending the People's Tavern, about the Black Cap social taking place later that evening.

Christmas Party Planning for the Christmas Party was also discussed, with all the recent updates. Current attendance figures comprise 171 men and 29 women, with a further 60 people on the waiting list. At the time of the RCM, 114 attendees had already paid their attendance fees. It was also discussed and agreed that payment deadlines should be applied firmly. Where a confirmed place is not paid for within the required timeframe, the place should be offered to the next person on the waiting list, ensuring that available capacity is used effectively.

The arrangements for the evening were also reviewed. A £600 invoice has been received for the photo booth and will be forwarded to the CT.

The venue will be arranged across three distinct areas: a downstairs space for dancing, a separate area for drinks and socialising, and an upstairs area intended to provide a more relaxed and informal environment, including the photo booth and additional drinks space.

Members have already been informed that there will not be a seated dinner. Some food will be provided in the form of finger food, and attendees were therefore encouraged to ensure that they do not arrive expecting a full meal. Beer and wine will be available throughout the evening.

LFR Birthday Party The date for the LFR Birthday Party was confirmed as Saturday the 27th of February. Members will be asked to save the date, with further details to follow.

Operations Secretary (OS)

Club Kit and Merchandise The latest kit sale has now been made available for collection from Run and Become. Members with outstanding orders have been contacted and reminded to collect their items.

The new LFR socks have arrived, while production of the new caps is currently underway. A further kit sale has also gone live, offering members the usual Club merchandise alongside the new LFR leisure T-shirt.

It was also noted that the Club will retain a small stock of caps and socks which can be used by the Committee where appropriate, including as prizes or tokens of appreciation for members who have made particular contributions to the Club.

LFR Hydration Vest MH is liaising with Filipe regarding possible designs for a new LFR-branded hydration vest. Further options will be brought back to the Committee once the design work has progressed.

Battersea Track There is currently no further update regarding the reopening of Battersea Track. MH has contacted Battersea to seek an update but has not yet received a response.

Mile End Track The manager at Mile End has been on holiday and has therefore not yet been able to respond to MH's confirmation that LFR would like to proceed with the proposed voucher pilot. Once confirmation has been received, MH will prepare draft communications for members and circulate these to the Committee for consideration ahead of publication. MH will also approach Battersea to explore whether a similar arrangement could be introduced there once the track reopens.

Women's Officer See above

Monday Night Post-run Offering MH will consider options for developing the Monday evening post-run offering. MH is also willing to work with GH regarding the proposal received from the rum company in Elephant and Castle, which has currently been suggested for Tuesday and Wednesday evenings.

Pride Run MH noted that CBP had been particularly helpful in contacting the Saturday leisure centres and post-run venues to advise them that LFR would not be attending this Saturday due to the Pride Run. This advance communication was considered helpful in avoiding any potential confusion and ensuring that the relevant venues were able to plan accordingly.

WorldPride 2032 Further research is required into WorldPride 2032 and the potential opportunities it may present for LFR. MH will undertake further consideration of the event and explore possible avenues for the Club's involvement, including the appropriate timing and manner in which engagement with the organisers might take place.

Membership Update (MS)

The MS provided an update on the current membership position. Although there is presently a backlog in processing the England Athletics registrations, LFR currently has 745 registered members, with 20 new members having joined during August. Early indications for September are also positive.

It was noted that two women had joined LFR following contacts made during the Valencia Gay Games, demonstrating the value of maintaining connections with prospective members through international events and wider community engagement. CBP was thanked for his contribution of going through the Christmas Party attendance list and spotting those who have tried to attend the event while not registered as LFR members.

The discussion also considered whether the Club should offer different forms of membership to reflect the varying circumstances and preferences of individual members. In particular, some prospective members have specifically requested membership that does not include the England Athletics registration and the possibility of introducing a membership option that does not include EA registration was therefore discussed.

Consideration was also given to the current configuration of WebCollect and the extent to which the membership system can be updated to reflect these different arrangements. The Committee discussed which sections and settings would need to be amended and how such changes could be implemented in practice.

The way in which gender is currently recorded within WebCollect was also discussed. It was noted that the existing system does not allow the gender status already recorded for a member to be amended, creating an issue in terms of ensuring that the membership system is sufficiently inclusive. The Committee considered possible ways of working around this limitation while maintaining accurate membership records and ensuring that the registration process is as inclusive as possible.

Club Secretary Updates

2027 London Marathon The Committee reviewed the information provided by London Marathon Events regarding the LFR volunteering arrangements and incentives for the 2027 London Marathon. Particular attention was given to the incentives most relevant to the Club and to the rewards negotiated upon reaching the 100+ Activator threshold across the two event days, Saturday 24th and Sunday 25th April 2027.

It was noted that, should LFR provide a combined total of at least 100 Activators across the two days, the Club would receive four guaranteed places for the Saturday marathon on the 24th April 2027, in addition to the three places already secured through the Club's 2026 volunteering, which are probably meant to be for Sunday the 25th, based on historical allocation of previous years. LFR would also receive four guaranteed places for the 2028 event, one more than the usual allocation of three. In addition, one further guaranteed Saturday place for the 2027 event would be available if an LFR-nominated Activator were selected as a LME Mentor.

Taken together, these arrangements could result in LFR receiving up to nine guaranteed marathon places from its combined 2026 and 2027 volunteering efforts, subject to meeting the relevant requirements. To these will be added the habitual two Club Places LFR receives from England Athletics, based on membership volume,

There are also some financial incentives attached to the 100+ Activator threshold and if LFR manages to provide 100 or more Activators across the two days, the Club would receive a £625 donation from LME following the 2027 event. In addition, LFR would become eligible for consideration for the newly introduced LME Club of the Year Award, which carries a £1,000 prize together with five additional marathon entries for the 2028 event.

The Committee also considered the Mentor opportunity, as LME is seeking to appoint 50 experienced Activators from existing volunteer groups to support newer groups and team leaders on the day, providing practical guidance, experience and a point of contact. Selected Mentors will undertake online training followed by an in-person session. Should an LFR-nominated Activator be selected, the Club would receive one additional guaranteed place for the Saturday 2027 marathon.

The discussion focused specifically on the incentives available to LFR at the 100+ Activator level, as this is broadly consistent with the level of volunteering the Club has historically provided. It was noted that the principal change for 2027 is not a substantial increase in the overall number of Activators required, but rather the need to distribute the Club's volunteering contribution across two days, Saturday 24th and Sunday 25th April. For 2028, the volunteering arrangements are expected to return to the usual format, making the two-day requirement specific only to the 2027 event.

It was emphasised that all of these opportunities remain contingent upon LFR achieving the required 100+ Activators across the two days in 2027. Nevertheless, the potential benefits represent a significant opportunity for the Club and provide a useful basis for considering whether and how LFR should organise its volunteering contribution.

The practical arrangements required to reach the target across two days remain to be considered, including the implications for volunteer recruitment, coordination and member availability. It was considered useful, however, to establish a clear understanding of the potential incentives before moving into the more detailed discussion of how the target could be achieved.

As LFR is required to confirm its proposed involvement and estimated Activator numbers with LME, Committee members were encouraged to share their views and consider the matter, allowing the part of the RCM to focus on reaching a final decision rather than revisiting the information from the beginning. Accordingly the Committee agreed to endorse what has been negotiated by CBP and also to support

the recommendation of proposing James Hadley as the LFR Mentor for the 2027 event.

Christmas Closure Dates The proposed Christmas closure arrangements were also discussed. As 24th of December falls on a Thursday, it was noted that Wednesday 23 December could potentially coincide with Christmas events being held at some of the Club's regular venues. This has occurred previously at venues including the Kentish Town Sports Centre. In light of this, it was proposed that Monday 21st December should be treated as the final official Club run of 2026, with Tuesday 22nd December track session potentially still taking place, subject to coach availability and in arrangement with the coaching team and Tuesday track aficionados. The first official Club run of 2027 would then take place on Monday 4th of January.

It was considered that scheduling an official run on Wednesday 23 December could place unnecessary pressure on both members and the venues, particularly given the likelihood of Christmas functions taking place.

2027 AGM A potential date of Friday 19th March 2027 was discussed and agreed on for the 2027 AGM, subject to venue confirmation.

RCM Dates Tuesday 13th October was identified as a potential date for the October RCM. For the December RCM, Thursday 10th December was proposed as holding the meeting before the Christmas Party would provide an opportunity to address any outstanding matters in advance and reflects the suggestion made at the previous meeting by the SS.

England Athletics Volunteer Awards The England Athletics Volunteer Awards are taking place on Saturday 19 September. Current LFR attendees include GH, WP, Adam Lamb, Dominic Addison, Martin Nelson and CBP, and it was discussed whether any further potential attendees could be identified. To the delight of all those present, GW agreed to attend the event.

AOB

Update of the Club logo on the LFR financial accounts.