

## MINUTES

### GB Powerlifting Federation Ltd ANNUAL GENERAL MEETING

Sunday 17<sup>th</sup> March 2019 11.00hrs

1. Register of all voting members present.

Present: Fred Sterry, Richard Parker, Kevin Jane, Matthew Parker, Carol Parker, Doreen Dowsett, Dave Turner, Nathan Turner, Peter Weiss, Ian Finch, Jenni Sherwood, Cameron Keyes, Adam Reilly, Phil Guise, Craig Wilkins, Dean Bowring, Joy Nnamani, Paul Marsh, Emma Goodwin, Ramsay Kirkhy, Bryn Evans, Charlotte Reynolds, Mick Ellender, Jenny Hunter, Allen Ottolangui, Romena Basting, Richard Caine, George Maddocks, Helen Toms, Henry Tosh, Martin Smith, Owen Hubbard, Steve Tyers, Kevin Green, Alex Kapka, Dominic Patmore

Apologies: Tanya Bull, Fred MacKenzie, Martin Bass, Gary Hills, Sue Curtiss, Mike Edwards, Tony Hollands, Sue and Marc Giles.

There were 37 members present and 17 proxy votes

2. Minutes of the 2018 AGM were presented by the Chairman and accepted by the meeting.

3. There were no matters arising.

4. Finance Report

Written copies of the accounts were distributed.

The CEO emphasised the key point to note is the £9,453 loss on p. 10.

He reported that the Budget identifies the main areas of expenditure: drug testing, entry fees being the biggest and stressed that there is a need to work towards reducing this deficit.

Bryn Evans questioned where this could be done.

The CEO said that one area was for international lifters outside the top 10 for European championships and outside the top 15 for World championships to pay their own championship fees.

He quoted the European equipped Championship this year where 4 lifters were outside the top ten and this would have saved £500.

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The high cost of medals/trophies was questioned – this can be taken account of in the budget.

The CEO stressed that there were lots of areas regarding reducing expenditure, which need to be taken into account when discussing next year's budget.

### **The Financial Report was accepted.**

#### **5. Agreement of budget for 2019**

The CEO presented the budget and identified unexpected expenditure items which had occurred last year. The requirement now to send two referees to international competitions if there are more than 14 lifters in the team will incur a fine for each missing referee of €500, e.g. for the Bench Press in Tokyo we have just one referee who has volunteered to go.

Owen Hubbard suggested that we could look at using lifters who are going anyway and who are eligible national referees looking to take their Cat 2 referees exam.

This was agreed to be a good idea.

Charlotte Reynolds asked if it were possible to pay for or 'swap' referees with referees from other countries which could be mutually beneficial.

Richard agreed that this could be done.

Craig Wilkins reported that Goodlift has a list of all the referees going to championships.

Charlotte reported that the IPF have a list of all referees and is on the IPF website.

Kevin Green questioned the high cost of drug testing and would like to see this figure reduced.

Richard explained that we had already undertaken fewer tests last year (from 140 to 86 tests) but the figure had still increased due to the unexpected addition of 25% VAT charge.

Mick Ellender said that a 'tweak' of 5.25% (£9,500) was needed.

Ian Finch suggested that this could be covered by an increase in membership fees.

Kevin Green suggested that less money be spent on live streaming by not streaming as many championships.

Nathan Turner added that he felt by providing good streaming fewer people were making the effort to go and spectate at competitions and this, he feels, is detrimental. He felt the support of spectators was an asset to competitions and created a very positive atmosphere.

Mick Ellender relayed a personal positive impact regarding streaming – his son (who is not a lifter) watched the streaming whilst at work, when Mick was lifting, and soon the whole office was watching. This was a very positive means to broadening non lifters understanding and the existence of our sport.

Dom Patmore said that live streaming encourages interest, but there is now a need to move forward to use this powerful tool to benefit the sport more and hence by becoming more popular the costs can be brought down.

As George Maddocks was to address this issue later, the matter was not discussed further at this point.

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This led into the need to develop sponsorship – an opportunity that would be very sad to lose. Owen Hubbard agreed that limiting live stream equates with limiting audience.

Matthew Parker quoted that there was a need to 'Speculate to accumulate'.

Bryn Evans said that as this issue impacts on the budget than it should be discussed here.

Suggestions were put forward to hire 'bigger and better' venues. However, the CEO said that if we were to hire somewhere such as The Ricoh Centre there would be help from SBD but we are not in a position to do this yet.

SBD are in the process of formulating requirements for supporting this.

Owen explained that there would then be an opportunity to get sponsorship and lifters would be willing to pay higher entry fees.

Dom Patmore asked if there should now be negotiations towards a higher agreement. Richard explained that the current situation was that sponsorship could not be obtained from elsewhere.

Romina Basting felt that it would not be good to reduce drug testing.

Owen made the suggestion that trophies be limited to just the top 3 competitors.

Ian replied that the cost of trophies should be built into the entry cost.

Kevin Green suggested that the entry fees be increased and that this fee should cover the cost of referees, the venue, medals and associated competition costs.

Richard pointed out that entry fees had been increased last year.

Jenny Hunter suggested that the rebates to divisions could be reduced.

However, Owen pointed out that smaller nations, e.g. Wales would miss this and it would impact greatly on their ability to use good venues.

### **The Budget was agreed and accepted by the meeting.**

#### **6. Appointment and remuneration of accountants.**

This was put on hold as Mike Edwards has stepped down as Financial Director.

Adam Reilly proposed that the meeting allow the Board to appoint a suitable person to this position to be ratified at the next AGM.

This was seconded by Mick Ellender

### **The meeting agreed.**

#### **7. Chairman's Report.**

The report was presented to the meeting.

This led on to matters related to membership data.

Dom Patmore raised the question of why quite a significant proportion of members did not renew their membership and speculation was made as to whether lifters moved federations or did not like the lack of razzmatazz at competitions. Dom is familiar with organising these in London – they require man power and skills but he is willing to help other divisions to do the same.

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Matthew Parker commented that this would need to be developed alongside all the other developments.

## 8. Chief Executive Officer's Report.

This was already published and comments were invited from the meeting.

Henry Tosh noted that the result of the women's Senior Team had been omitted – they were placed third.

Bryn Evans asked what the situation was now regarding NGB (National Governing Body) status.

The CEO gave an update following a meeting with The Sports Council recognition Panel which he, Kevin Jane and Julian Harris (British Powerlifting Federation Independent Director) attended last Wednesday. The meeting had been productive but British Powerlifting has been turned down again as there is no formal relationship with Paralympic Bench Press. The net result was that Sports Council agreed to arrange a meeting with British Weightlifting to discuss how British Powerlifting can be involved. We satisfy all the other requirements.

Bryn Evans commented that this had been known for eight years.

Richard said that we are not responsible for Paralympic Powerlifting but as it stands we are unable to do anything about it.

Ian Finch pointed out that we do have Special Olympic lifters and Richard confirmed that Special Olympic Powerlifting does come under our responsibility.

Jenny Sherwood asked if other countries have this set up and if it was worth all the man hours seeking it. Richard replied that if we are recognised we would possibly get all our drug testing funded, which would make a significant difference to the budget. It would also demonstrate that British Powerlifting is unassailably the first leading P/L Federation.

Charlotte Reynolds asked if any other federations in Britain have this status.

Richard said that other federations would not meet the criteria. We are affiliated to the IPF, which is recognised by the IOC.

The situation regarding recognition by BUCS (British University and College Sports) was questioned. The CEO reported that conversations were ongoing. One of the requirements for recognition is that they run competitions and take 12.5% of the entry fees and we would probably have to provide all the manpower and equipment.

Owen commented that he felt this was a good deal as the venue would be provided and could be a useful future avenue.

Richard said that the people he was dealing with were very responsive but that there was a lot of paperwork.

George Maddocks expressed a willingness to support.

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## 9. Committee Reports:

### 9.1. England

There were no questions from the meeting.

### 9.2. Scotland

There were no questions from the meeting.

### 9.3. Wales

Owen Hubbard told the meeting that Wales was struggling with supporting interest in North Wales as it was not easy for officials to get to the north and lifters in the north e.g. Bangor found the NW England more accessible. He said that they have a great team and interest was increasing.

### 9.4. Northern Ireland

Alex Kapka, director for N.I., introduced herself. She was welcomed as the first representative from N.I. to attend an AGM. She gave a brief summary of the position in N.I.

### 9.5. Disciplinary Committee

Chairman Ian Finch, one of 4 out of 5 of the Disciplinary Members present at the meeting, gave an update on the present position. One big advantage now is that complaints go directly to him.

Two members have been banned due to Social Media comments. He said that we are almost powerless to do anything about very childish comments posted on social media but he did urge everyone present to go back to their members and ask them to be cautious. It can only be detrimental to our sport. Team Manager's decisions cannot be undermined.

Mick Ellender asked which criteria are regarded as 'crossing the barrier' to becoming a banning issue. Ian clarified that persistent and consistent unacceptable comments would lead to a written letter asking for it to stop. If it continued it would become a banning issue.

Richard added that the board has the right to review acceptance back, if/when appropriate.

### 9.6. Athlete's Commission

No comments.

### 9.7. Law and Legislation Committee

There was no report from Mike Patterson but the CEO reported that he had been very supportive regarding legal points on working towards NGB status.

### 9.8. Communications

Nicola Elding presented her report saying that she was generally pleased with what she read on the Facebook page. She asked for suggestions for sponsorship and said that she has a contact with Red Bull.

Romina Basting asked about communication between the board and general membership as everyone needs to know what is needed.

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Jennie Sherwood added that communication is needed in order for people to know the facts before making comments.

Alex Kapka said that lifters need to have someone who will listen to them and then communicate with the board.

George Maddocks congratulated Matthew Parker on his excellent diplomacy and tact with responses to comments, questions and queries.

10. Elections – none this year

11. Notices of motion:

Submitted by the Board:

11.1. To accept the appointment of Nicola Elding as Communications Director.

11.2. To accept the resignation of Mike Edwards as Financial Director.

11.3. To form a medical Committee, comprising medical professionals. Their main task will be to review Therapeutic Use Exemption applications and advise on drug related matters.

These were voted and **accepted en bloc**.

There were no votes against.

12. Notices of Motion from members:

12.1. Ian Ryan - I propose the following form of words be put forward by consideration and vote by the IPF:

Under the section concerning **Personal Equipment**

*A T-Shirt must be worn under the lifting suit in the Squat and Bench Press.*

*Competitors do not need to wear a T-Shirt in the Deadlift...*<sup>Variance in red</sup>

The rationale is that the clothing worn by a lifter is there to protect the equipment and help keep it clean, a T-shirt in the squat as the bar sits across the shoulders, socks in deadlift as the bar often contacts the shins.

The previous rule, prior to the 2018 IPF General Assembly did not address fairly the issue of equality. The position was that male lifters were able to deadlift without a t-shirt whilst female lifters **MUST** wear a t-shirt to do so.

At the 2018 IPF General Assembly a rule change was voted in to make every lifter wear a t-shirt during deadlift. That does not give equality to female lifters, which can be defined as *'the state in which access to rights or opportunities is unaffected by gender'*.

This rule change would allow everyone the same conditions of competition without removing any rights or conditions from either gender.

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Charlotte Reynolds asked for clarification and Richard gave background to the IPF rules on this. Ian objects to this and has put forward this motion. Richard reported that the IPF rules cannot be reviewed for 4 years.

Votes: In favour: 2 + 6 proxy votes  
Abstentions: 3 +3 proxy votes  
Against: 32

**The motion was not passed.**

12.2. SW (Kevin Green/Helen Toms) - Proposal to change the wording of the referees fuel expenses.

Fuel/travelling expenses may be claimed by referees, loaders or other active officials for attending national championship events at the rate of:

£10 for 50 to 100 miles round trip.  
£20 for 101 to 200 miles round trip  
£30 for 201 to 300 miles round trip  
£40 for 300 miles and above round trip.

Also £10 extra can be claimed for each passenger taken including either more referees, loaders or people who works as officials on the day.

The rationale behind this is to strive towards paying officials who help to run the competition, full fuel costs and not just part costs. This is fairer especially for those referees etc who are very busy and travel a lot and those who travel very long distances. Also it will hopefully enable more referees and loaders etc to become available to travel.

The £10 passenger allowance may encourage officials to travel together resulting in a saving for British Powerlifting because they will pay out less total competition expenses.

If fuel/travelling expenses are being claimed then it is expected that the official will attend for the full day.

**The motion was passed:** 33 in favour  
4 abstentions

Charlotte Reynolds suggested that names of passengers be put on the expenses form so that the system was not abused. This was agreed.

12.3. SW (Kevin Green/Helen Toms) - Proposal to reduce the referee examination pass mark from currently 95% (190 marks out of 200) to a more industry standard 85% (170 marks out of 200).

Also referees who have failed the examination previously (in the last 12 months) can take another retest free of charge.

New referees should be advised that they are expected to be active at least in their own division.

Any referee who is completely inactive for a whole year without a good

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excuse will have their referee status permanently revoked. The reasoning for this is that it is felt that some referees only gained the qualification to add to their personal cv with little intention of actually refereeing. This leads to a lot of difficulty for Doreen and other competition organisers trying to secure sufficient referees.

Ian Finch asked what proportion of those taking the referees exam passed. Doreen said this was only 50% but those who failed would also have failed with the proposed figure.

Alex Kapka asked for feedback regarding where the areas of failures were. Matthew parker agreed that it would be helpful to know what you got wrong. Doreen said that she advises candidates to study the rules.

Jenny Sherwood suggested mentoring by shadowing others could be provided as it is not just passing the exam but understanding the whole process so that new referees are confident to make the correct decisions on the platform. She asked if we could use the current referees to mentor new referees. Owen agreed that it would be useful to help others and therefore promote the sport.

Matthew asked if the exam could be broken down into 3 modules and then candidates could be emailed with the information on which module they had passed/failed. Owen agreed that this would be very beneficial and would encourage retests.

Helen Toms pointed out that 100% success in a written exam does not necessarily equate to a consistently good referee. She asked Doreen how many candidates went on to pass the second time? Doreen replied that lots do not try again. If candidates pay for themselves they are more inclined to resit.

Helen suggested that there is a need for more practical mentoring. For Cat 1 and Cat 2 exams, candidates have someone alongside them while they referee and can get feedback.

She said newer referees lack confidence and support.

Richard Caine added that passing a written exam was great but a practical test is needed as well.

Helen said that George Maddocks and Ramsay Kirkhy could produce videos to use as part of the exam.

Dom Patmore spoke from his experience as an athletics referee and agreed that the paper does not help with confidence practically. He suggested that the pass mark be left the same but a practical be introduced as well.

Jenny Sherwood commented that she had never been informed that she was able to referee a National competition once she had passed the exam.

Richard Caine quoted an example of a new referee who was put in as centre referee which was not good.

He suggested an amended proposal that the pass mark be lowered to 85% but to develop and implement a practical element either in person or on video which also has a pass mark nominally 90%.

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Helen Toms added a second amendment: that we have a mentoring programme within each division.

**The Motion:** The present pass mark is reduced to 85% with the development and implementation of a practical element either in person or on video, which has a pass mark of nominally 90%. A mentoring programme will be developed within each division.

Vote: In favour 31  
Against 20  
Abstentions 5

**The motion was passed.**

#### 12.4. SW (Kevin Green)

Also I would like to propose amending the rule that says that a member may claim a refund of their British Powerlifting membership fee if they refereed at two British championships event in the year. I would like it to change the words **British** championships to **national** championships. This will then cover English championships as well. Also the referee claiming this must have refereed or officiated for 2 **full** days.

Vote: In favour 1  
Against 32  
Abstentions 4

**The motion was not passed.**

#### 12.5. SE (Craig Wilkins) that new qualifying totals be adopted for 2020 as per the attachment.

The CEO thanked Craig for his very comprehensive analysis of all the qualifying totals. Equipped totals were not part of this proposal but he also felt that these should be raised. It includes Sub Junior, Junior, Senior but not University.

Richard suggested an amendment that Craig carry out an analysis of University qualifying totals, or options to reduce entry numbers, and to present the data to the board by July 1<sup>st</sup> for it to be published by the end of July 2019.

Vote on amended motion: In favour 35  
Against 1  
Abstentions 1

**The motion was passed.**

#### 12.6. Northern Ireland - "From Northern Ireland:

British Powerlifting to raise the qualifying totals for national championships, or find a new way of handling large volumes of entry. It is great to encourage new lifters in and up the ranks, but there has to be balance. Championships are becoming unmanageable (esp. as entry is currently uncapped), and the qualifying totals are less of a challenge to

achieve. Raising totals would encourage greater competition and improve the nationals experience for the lifter." **Covered .by 12.5.**

#### 12.7. From Wales

- a) Introduction of qualifying totals for British University Championships.  
Background – the sheer number of lifters in attendance at the University Championships makes it almost impossible to manager. It is noted that this competition will be split into male and female championships this year, however introducing a qualifying total would be in keeping with British Powerlifting’s commitment to review and amend all QTs. This competition should be no different from any other national competition.

This was covered by the previous motion 12.5 and an analysis will be produced by July 1<sup>st</sup>.

- b) To host one large competition for male and female sub junior, junior, senior and masters classic British Championships.  
Background – the competition calendar is already busy. The number of championships requires a large number of volunteers for multiple weekends throughout the year. A number of IPF national affiliates host one large national championship. Classic lifting has become so popular it would make sense to host one big competition over a longer period (5-7 days) that is a real spectacle. This would reduce costs in terms of transport of equipment and in the time that we are asking volunteers to commit.  
Amendment – Sub juniors to be scheduled for weekend lifting sessions to avoid disruption to education.

Owen Hubbard talked through this proposal.

Richard Parker asked how 500 lifters could be accommodated and Owen suggested that some time will be needed to be able to fully implement this suggestion.

George Maddocks said that he thought this was a good goal and made perfect sense but it cannot possibly be done in one go. It would be a genuine improvement but needs time.

An amendment was made: That there be a strategic goal for 2021.

Vote: In favour 27  
Against 7  
Abstentions 3

**The motion was passed.**

- c) The club or division hosting a national championship to receive a percentage of the profits or a set amount per entry from that competition.

Background – competition hosts are able to charge costs to British Powerlifting for hosting a competition. These include venue hire, cost of transporting kit, costs of spotters, loaders, etc. Promoters are also able to keep 100% of any spectator fees for entry. However the club or division do not receive any of the profits or a set amount per entry that can be invested back into the club or division. Depending on the area, venue location, time of year and the promotion carried out, spectator fees may or may not add up to much. Increasingly BP is relying on the same promoters to host competitions. Offering a financial incentive will open up interest in acting as a host for a national championship and will allow further investment in BP divisions and clubs.

- d) In Wales we offer a set amount per lifter to the gyms that host our competitions (£10 per entry). This arrangement works well for us and for the gyms that provide space for us. We believe that an arrangement such as this could benefit British Powerlifting as it puts money back into clubs for more equipment, hire of better venues, etc. It would be necessary for the contract between a club/division and British Powerlifting to be explicit that the money received for hosting a national championship is for the club or division NOT for any individual.

The CEO said that if this went through there would need to be an increase in entry fees of £10. Kevin Jane suggested charging spectators was an alternative. Owen said that it was trying to get an incentive for organisers to take it on. Bryn Evans said that this would be something for a National Championships Manager.

Vote: In favour 0

**The motion failed.**

### 13. Membership fees for 2020 proposed by the Board:

- 13.3. Seniors to be increased from £40 to £45 per year.
- 13.4. Juniors to be increased from £20 to £22.50 per year
- 13.5. No change for sub-juniors or Special Olympians
- 13.6. Fees for NI and Scotland to be agreed separately, but expected to be in line with any general increase agreed.
- 13.7. Divisional rebates to remain unchanged.

Reason – Membership fees have not been increased since 2011 and we need to increase our income in order to provide a better service to members, particularly in terms of live streaming.

An amendment from the general consensus of the meeting was for:

Seniors £49

Juniors £25

Sub-Junior £15

The meeting asked for clarification on where the money was to be used and George Maddocks suggested for bigger and better championships.

Jenny Sherwood said an idea on where the additional income will go should be published so that people know the money is 'for them'.

Bryn asked that the Communications Officer, Nicola Elding, pass on this information and Nicola agreed.

Dom Pateman reiterated that the Board need to explain exactly what the extra money will be used for.

George Maddocks gave a very comprehensive explanation on the increase for live streaming and the importance and value of this. Phase one had been achieved and now it needs to keep moving forward and needs to be paid for.

The quality has improved hugely and 'views' have increased from 1,300 to 33,000.

Phase 2 - the 4G problem has been solved and a worldwide audience has been established. The targets for 2018 have been met and George presented the aims and targets now to address the audience on screen which will inspire people to take up the sport.

Vote: In favour 36

Against 1

Abstentions 0

**The motion was passed.**

14. Strategic Plan – acceptance of update.

Jenny Sherwood asked about progress on the job vacancies. Richard said a role description for each position had been prepared, but at the moment there is no money for these.

Jenny asked if some of the additional income could be allocated to this.

Paul Marsh asked about out of competition drug testing but Richard said the cost of this is very much more.

Paul said that our top lifters are winning medals, but not being tested and Richard replied that all World record breakers at World Championships are tested.

**The Strategic Plan was accepted.**

14. The meeting closed at 3:10 pm.

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