



**EXTRAORDINARY GENERAL MEETING OF THE**

**GB POWERLIFTING FEDERATION LTD**

**11.00hrs Sunday 20<sup>th</sup> August 2023**

at

**The Hirst Centre Welfare Centre, Alexandra Road, Ashington**  
**NE63 9HN**

ALL REGISTERED BRITISH POWERLIFTING MEMBERS ARE ENTITLED  
TO ATTEND

**AGENDA**

1. Register of all voting members present and proxies.
2. Statement from Interim Financial Director.
3. From James Brincat-Smith and Ben Davis - Amendments and removal of items from British Powerlifting articles of Association By Special Resolution:

**Paragraphs to be amended.**

1-5 i. to strive for formal recognition of the sport of Powerlifting by governing bodies within the United Kingdom, including but not limited to 'UK Sport' and 'Sport England'

**To be amended to**

5 i. to ensure that British Powerlifting are compliant with all aspects for Home Nations Sports Councils Tier 1, with a view to strive towards elevating to tier 2 through transparent governance and regular outside auditing.

**Reason**

Having achieved NGB status through the great work of our current CEO, we must move forward to capitalise on this for the sake of our federation, a request made and passed at the 2022 AGM which to date has not been acted upon. We are now a position where we are

almost hindered by more regulations imposed upon us, and yet are not in a position to be able to apply for funding due to our failure to be compliant to the terms outlined in tier 1. Link below gives an example for Sport England requirements.

<https://www.uk sport.gov.uk/resources/a-code-for-sports-governance/tier-1>.

**2-46. No single Director may serve for more than 20 consecutive years on the board of British Powerlifting.**

To be amended to. 46.a - No single Director may serve for more than 8yrs consecutive on the board of British Powerlifting

46.b No elected official may serve more than two consecutive terms in office (6yrs) after which they are (by mutual agreement with the incoming elected officials) to be encouraged to remain in a non executive roll for a period of up to 2yrs in an advisory capacity to the board in an effort to provide continuity for the federation.

Reason

To cement our position for the amendment of 5,1 - wanting the best for the federation and to build towards a brighter well funded future. By being compliant we open the doors to being able to set up sub committees to look towards making our sport a more diverse and inclusive federation. One that has the ability to help make opportunities for those less privileged, and those who face more than just financial barriers to being involved in our great sport.

Precedent has been set in this regard recently be the EPF who's outgoing President is now on their organisational structure as an advisor.

Paragraph to be removed:

4. 6:t. - to give or award pensions, annuities, gratuities, and superannuation, or other allowances or benefits or charitable aid and generally to provide advantages, facilities, and services for any persons who are or have been directors of, or who are to have been employed by, or who are serving or have served British Powerlifting, and to the wives, widows, children and other relatives and dependents of such persons; to make payments towards insurance; and to set up, establish, support and maintain superannuation and other funds or schemes (whether contributory or non-contributory) for the benefit of any such persons and of their wives, widows, children and other relatives and dependents.

Reason:

As a not-for-profit organisation it can be deemed highly inappropriate for the Executive to be able to award either themselves or others the mentioned privileges in this article. Monies in British Powerlifting are

not collected by means of enterprising endeavours, but more from the membership. As such it is the Membership that should rightly reap the rewards through investment into the federation.

5. Armed forces Motions Proposed -James Brincat-Smith GB234508  
Seconded - Ben Davis GB239980Armed Forces integration.

**5.1 Dispensation for all current Military BDFPA approved referees and current Military BDFPA members.**

British Powerlifting to waive the current 2yr membership rule for current Military referees, and for those who have been members of the BDFPA for 2yrs. 1.2 Current BDFPA Military officials to be given a practical observation by a National or above referee to approve their Divisional Referee status free of charge (FOC) 1.3 Those who have been members of the BDFPA for 2yrs to be able to sit the BP referee exam FOC 1.4 1.1-1.3 to have been facilitated, and ratified before 27th September 2023 (inter service championships) 1.5 Interim support to be given by neighbouring divisions until Military Powerlifting have sufficient referees to be self governing. 1.6 Inter Service Championships to be treated as a National Championship for officials in that it counts as a championship towards their free membership. 1.7 Inter service Championships to be granted National Status and Selection for National Teams to be available from these championships. 1.8 A British Military Records Register to be established.

**REASON –** To align Military Club Powerlifting JSP 660 requires Military sports to be associated with the national NGB, this first hurdle is a sticking point and assistance during their transition is required. JSP 660 para 7 states. – “the majority of sports have well established NGB’s which have comprehensive rules for the conduct of their sporting activities.” “For a particular sport to exist in UKAF, it’s NGB must be recognised by one of the sports councils”. Without the above support Army, Navy and Royal Air Force Powerlifting can not move to British Powerlifting. We should be seen to welcome Military Personnel in all aspects, records, status and selection should be available to them. Particularly selection as Postings will on occasion will not facilitate their participation in other national championships.

**5.2 Armed forces Powerlifting to be given Home Nation Status and afforded the same financial commitment as all other home nations under the following transitional arrangement,**

Armed Forces affiliated members to be granted the following tiered membership charges. Free Membership for Armed Forces Club members for the remainder of 2023, 50% of current financial commitment for 2024, with a full Home Nations agreed financial contribution for 2025.

**Reason**

Current arrangement with the BDFPA is a £37.50 membership fee, most have already paid this year and to be able to bring across a saving should be offered

on a tiered basis. With circa 500 members involved in Military Powerlifting it is estimated that currently approx. 10% of these are BDFPA members. Cost is a massive stumbling block, given that once affiliated and fully transitioned Military Powerlifting will require zero assistance from us as a governing body this can only see to bolster both membership and funds.

**5.3 Military Powerlifting to be given a representative board position within British Powerlifting. One OIC to represent the tri services on a rotational basis every 3yrs in line with current election years for ease of organisational protocol, Suggested in order of seniority Navy term 1, Army term 2, Royal Air Force term 3**

**Reason**

To fully integrate into their NGB it would be appropriate for Armed forces to have a board position, having one position for all three forces should be seen as a vehicle for inter forces relations and help foster good working practices between all three Armed Forces.

**5.4 Military Divisional affiliation**

Although as a home nation they are to be self governing, Military Club personnel are to be given designated divisional affiliation in the division appropriate to their current Posting. Personnel subject to a long term (1yr or above) overseas posting are to be affiliated to the appropriate division to their previous posting (ie, RAF Cranwell personnel posted overseas are to remain North Midlands affiliated members). Military Club powerlifting are to encourage their members to be actively engaging in divisional activities through volunteer programs and committee positions. Each division to create a Military representative role within their organisational structure to assist in this.

**Reason**

To foster relations with Divisional activities for serving Military Personnel,

**5.5 British Powerlifting to assist all regions and divisions in helping deliver the 2023 InterServices championships. North and West Midlands divisions to be the lead on divisional support for these championships with the backing of British Powerlifting by way of equipment and officials.**

**Reason**

To start Military Powerlifting integration into British Powerlifting off in a manner befitting of their status.

**6 Motion from Kimberley Cowell (North West)**

The board meeting minutes / summary shall be published within 14 days of board meetings taking place.

Rationale: The publication of board meeting minutes has served as a useful and transparent insight. They do not, however, provide an up to date insight

given they are generally several months behind. A summary can easily be circulated via email following each meeting to all board members for agreement / amendment ahead of prompt publication.

### **7 Motion from Kimberley Cowell (North West) & Paul Marsh (Greater London)**

There is publication of a policy pertaining to international expenses for Head Coaches and Referees (hereafter 'the representatives'), as follows:

1. The head coach shall submit the names and number of nights required for his /herself and up to three referees, confirming the precise duration that each have made themselves available for and either (a) confirmation that the payment can be made direct to the EPF / IPF to prepay for accommodation, or (b) the representatives' respective BACS details.
2. The calculation is made on the basis of the number of nights x the rate of a single room at the official hotel(s).
3. British Powerlifting will transmit, via BACS, the necessary sums either to the EPF /IPF confirming the individuals to which the payment(s) refer, or to the representative directly.
4. In the event a representative withdraws from their nominated duty, all funds, and any cancellation charges (if they are incurred due to late withdrawal for e.g.) are to be repaid accordingly.
5. British Powerlifting will not otherwise interfere with the process.

***Rationale: Please see the email sent to the Board on 13/07/23 outlining concerns with the administration of the policy passed at AGM in April 2023. NB email addresses have been redacted.***

**"Date: Thu, 13 Jul 2023 at 10:33**

**Subject: International expenses**

**To: Richard Parker, Ian Finch, Tony Cliffe, Kevin Jane, Bernie McGurk, Marty Cummins and Tom Morgan**

Dear the Board,

Following feedback from head coaches and officials, and a sentence in the Head Coach job spec released today, it is apparent that clarification as to the specifics, spirit and rationale of the motion regarding international expenses is required. This clarification will be formalised by way of a motion at the forthcoming EGM, if necessary. The motion was submitted to provide adequate recompense for those dedicating time, expense and resources to supporting international powerlifting on behalf of the Federation (hereafter 'the representatives'). It was not controversial. The accommodation expenses were to be paid in advance to negate representatives being out of pocket. The expenses were to cover the duration of the representatives' stay, provided they make themselves available for duties, up to 4 / 10 nights for referees and the head coaches respectively. Part (c) of the motion was to keep the position under review with a view to increasing funding. This was to evidence and reassure the membership that a progressive approach was being taken.

What appears to have happened is the Board has ignored parts of the motion (payment in advance) and interpreted their own terms of it (paying only for days representatives "work" and making deductions based on room sharing). This was not what was voted on, and it is extremely disappointing that such efforts are being made to reduce representatives'

entitlement as voted on by the membership. It was acknowledged that the wholesale cost would equate to broadly £50k/year. That was worked out on the basis of the motion was put forward. The Federation is solvent and, in fact, in a healthy position financially. It is not the fault of the membership or the representatives that a budget has been incapable of being accepted for 2 years running. It is also noted that until the head coach job spec was published there was nothing produced by the Board to provide their interpretation of the motion, and instead the representatives have had to engage in protracted email correspondence to elicit what they are entitled to, and in most cases being materially underpaid. The motion was extensively discussed at the AGM though the minutes do not reflect this. It is very disappointing that what should be a positive step forward in supporting representatives has become a bone of contention due to the Board's conduct in the misadministration of a fair policy that does not result in anyone enjoying a profit for the volunteer work they carry out for the Federation, but simply funding an element of the vast expenses associated with performing the roles.

The following procedure is proposed going forward:

1. The Head Coach shall submit the names and number of nights required for his /herself and up to three referees, confirming the precise duration that each have made themselves available for, and either (a) confirmation that the payment can be made direct to the EPF / IPF to prepay for accommodation, or, (b) the representatives' respective BACS details.
  2. The calculation is made on the basis of the number of nights required x the rate of a single room at the official hotel(s). The duration is based on the time the representative makes themselves available to fulfil the expected duties, i.e. the Head Coach may only claim for the night before and / or after the competition provided they attend the Technical Meeting and / or the Banquet.
  3. British Powerlifting will transmit, via BACS, the necessary sums, without delay, either to the EPF / IPF confirming the representative(s) to which the payment(s) relate, or to the representative(s) directly.
  4. In the event a representative withdraws from their nominated duty, all funds paid, and any cancellation charges (if they are incurred due to late and unreasonable withdrawal for e.g.) are to be repaid accordingly. In the event of special circumstances, representatives are at liberty to make a case to the Board for consideration, to be decided at the Board's discretion.
  5. British Powerlifting will not otherwise interfere with the process.
- Should British Powerlifting continue to administer this motion on the misconceived basis it currently is, a further motion will be submitted accordingly for membership vote and the contents of this correspondence, and any response included therein by way of rationale.

Regards,

Kim Cowell & Paul Marsh"

At the time of submitting this motion on 20/07/2023, a response had not been received from the Board.

8 Proposed by James Brincat-Smith GB234205, Seconded by Gigi Nicolson GB2310607

8.1 For the promotion of Quiet Focus series competitions by the federation on a national level, with a view to support divisions in a phased in national network of competitions (3-5yrs)

8.2 BP to work with current existing divisional mental health partners to facilitate fully funded safeguarding training, enhanced DBS and an option for Mental Health awareness courses for divisional leads of QF competitions.

8.3 BP to form a sub committee to look to delivering a competition Guide pack for those willing to host, guide to include a live lessons learnt register to include feedback from previous athletes on improvements they feel will make the series more inclusive.

### **Rationale**

Current research shows that 15% of the UK population are Neuro-Diverse, and 6-8% of the UK have been diagnosed with some form of anxiety Disorder. Conditions which for some preclude them from taking part in our sport. With a large proportion of athletes not being disabled enough for Special O participation we are left with a number of potential members who only need small accommodations to be made welcome and included.

Quiet Focus series was born from the introduction of our Focus Zone in partnership with Shaw Mind at the 2022 Eleiko Junior British championships, where we evidenced the need during a competition for some athletes to have a quiet space away from the noise to be able to focus and take “time out” should they become overwhelmed, or want to decompress at any point in the busy competition arena. From this the idea of a quiet competition without the lights and noise and willingness to make accommodations was formed. Earlier this year North Midland Powerlifting in association with Shaw Mind set up the Quiet Focus series of Competitions. Funds from the entries on this have been used for DBS and training of volunteers who help run the events with a view to make our sport more inclusive and diverse. Detailed Guides for each event are included for the athletes as per link below.

<https://docs.google.com/presentation/d/1Dqkjb7L0nMUmBGqijS02k9WAEo-hfPbAd9ey2ToOGWc/edit?usp=sharing>

Further information and support for all athletes can be found on the North Midlands website

<https://www.northmidspl.org/wellbeing/wellbeing-with-shaw-mind>

<https://www.northmidspl.org/competitions/quiet-focus-series>

As I write this motion we have completed the planning and support for our third QF competition, this one to be held in Greater London. We have been able so far to welcome athletes who not only have barriers to getting into the sport but some athletes who have been out for a long time for various reasons and first time lifters who are scared to enter a generic competition. From here we have had people progress to divisional competitions and ones who are repeat athletes to the QF series. This initiative is good to go and prime for funding as a NGB evidencing that outreach projects such as this are bringing new people

in to the sport, contributing to improved mental health and ability to function better in their daily lives.

**9 From James Brincat-Smith, seconded by Ben Davis**

*The removal from post of the incumbent elected board (CEO and Chairman). In line with our letter dated 18/06/2023 (per Company Act 2006, Section 303) and in accordance with the British Powerlifting Articles of Association paragraph 130, and Company Act 2006, Section 168; we wish to discuss and vote on matters pertaining to our desire to see a dissolution of the current elected board of British Powerlifting Executives.*

**This motion is void and cannot be voted on as the incumbent Chairman and CEO have resigned.**

10 Meeting concludes.