

CEO UPDATE TO MEMBERS

REFLECTIONS ON MY FIRST 150 DAYS

As I reach 150 days in post, I wanted to take the opportunity to reflect openly with the membership on the work undertaken so far, the challenges we have faced together, and the direction we are building towards as a federation.

The last five months have been busy, at times demanding, but ultimately positive. They have reinforced my belief that British Powerlifting is full of committed people who care deeply about the sport, the athletes, and the future of our community. While there is still much work ahead, we have made meaningful progress by working collaboratively, being honest about where we need to improve, and keeping our focus on long-term stability rather than short-term fixes.

Building Stronger Foundations

A significant portion of my early focus has been on strengthening the foundations that allow everything else to function properly. This has included governance, safeguarding, systems, and the way we support volunteers.

Safeguarding has been treated as a priority area. Work is underway to review existing processes and build a broader, more resilient safeguarding structure. The aim has been to move towards a committee-led approach that brings wider expertise, clearer accountability, and better support for everyone involved. This work takes time, but it is essential that it is done properly.

Alongside this, we have begun addressing how responsibilities are delegated and recorded across the organisation. Clear authority, documented roles, and consistent processes protect both the federation and the volunteers who give their time to it. Progress here has come through constructive conversations, shared learning, and a willingness to improve how we operate day to day.

Improving Communication and Technology

One of the most visible areas of progress has been in technology and internal systems. Over the last 150 days, we have modernised key platforms, improved access to shared information, and reduced administrative burden through automation.

These changes have not been about technology for its own sake. They are about making it easier for volunteers to do their roles, improving consistency, and ensuring that knowledge is shared rather than siloed. As with any change, there have been learning curves, but the feedback has been encouraging, and the long-term benefits are already becoming clear.

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Externally, we have continued to prioritise transparent communication with members. Feedback from across the sport has highlighted the value of clearer, more regular updates, and this is something I remain committed to improving further.

Supporting Athletes, Coaches, and Volunteers

Another major area of work has been clarifying expectations and support structures for those representing British Powerlifting, whether as athletes, coaches, or officials.

Work has progressed on clearer pathways, agreements, and guidance so that everyone involved understands what is expected of them, what support they can rely on, and how accountability works both ways. While some of this has emerged from challenging situations, the outcome has been positive: better processes, clearer communication, and a stronger framework for the future.

Coach education has also seen real progress. Accreditation milestones have been reached, new courses have been developed, and plans are in place for further delivery in 2026. This work has been driven by collaboration between education, coaching, and governance, and reflects a shared commitment to raising standards while supporting coaches through change.

Volunteers remain the backbone of British Powerlifting. Over the past 150 days, we have begun strengthening recruitment, onboarding, and retention processes to ensure volunteers feel supported, informed, and valued. There is more to do here, but the direction is clear: sustainable structures rather than reliance on goodwill alone.

Competitions, Logistics, and Adaptability

The competition landscape has not been without its challenges. Changes in operational arrangements required quick adaptation, problem-solving, and cooperation across multiple teams.

Rather than viewing this as a setback, it has been treated as an opportunity to reassess how we manage logistics, storage, and succession planning. Work is underway to document processes, share knowledge, and reduce single points of failure. This approach is already helping to create greater resilience and will serve us well in future seasons.

University powerlifting and grassroots engagement continue to be bright spots, showing strong growth and enthusiasm. These areas are vital for the long-term health of the sport and will remain an important focus moving forward.

Financial and Partnership Stability

Behind the scenes, considerable work has gone into reviewing partnerships, sponsorship structures, and membership alignment. The goal has been to ensure that agreements are fair, transparent, and genuinely beneficial to the membership as a whole.

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This has involved careful reviews with open conversations of all parties involved. By working collaboratively across finance, governance, and development, we are building a clearer picture of how resources are used and how future opportunities can be aligned with our values.

Looking Ahead to 2026

As we look towards 2026, the focus is firmly on consolidation and growth.

Our priorities are clear:

- Completing governance and safeguarding improvements with strong, committee-led structures
- Continuing to professionalise systems while keeping volunteers supported and central to delivery
- Expanding education and development opportunities for coaches and officials
- Strengthening competition operations through better planning, documentation, and shared knowledge
- Growing the sport sustainably at grassroots, university, and performance levels

Most importantly, we will continue to work collaboratively. The progress of the last 150 days has not been about any one individual, but about people across the federation stepping up, having honest conversations, and pulling in the same direction.

Thank you to everyone who has contributed time, expertise, and constructive challenge during this period. I am confident that by continuing to work together with openness and respect, British Powerlifting is well placed for a positive and stable future.

Have a wonderful Christmas and a Happy New Year

Charlie Marillier

British Powerlifting CEO