

Minutes of the BHA Board Meeting Friday 21st February 2020



Present: Paul Bray (PB) Chair
Mike Bain (MB)
Iain McKinven (IM)
Anna Garside (AG)

Apologies: Lucy McClements (LM)
Elisavet Manoli (EM)
Tracy Watkinson (TW)
Stevie Neilson (SN)

Venue: By telephone

The meeting opened at 10am.

1) Welcome

PB welcomed everyone to this regular quarterly Board meeting, the main purpose of which was to discuss the Phase 1 feedback from the BHA's UK Sport Paris funding bid following submission at the end of November 2019.

2) Apologies & Declaration of interests

Apologies received from Elisavet Manoli, Tracy Watkinson, Stevie Neilson and Lucy McClements.

Declaration of interests:

- PB declared an interest in relation to the GB men's team as his son is a member of the squad.

3) Approve minutes

- a) 11 October 2019 Regular meeting – approved with no amendments
- b) 19 November 2019 Extraordinary meeting – approved with no amendments
- c) 14 January 2020 Extraordinary meeting – approved with no amendments

Action Items were reviewed and live list will be updated. Most items were either complete or in hand.

4) UK Sport Aspiration Fund bid

PB and AG gave an update on the BHA application for UK Sport Aspiration funding.

- BHA Phase 1 resubmission just finalising
- While UK Sport has been complimentary on our bid, it has requested considerable additional data to validate performance matrix input and we have been working to secure this from EHF, IHF and the French Federation

- There has been a fair amount of fire-fighting as UKS introduce new variables at regular intervals
- The work had been broken into three component parts (leads):
 - Performance Matrix (AG)
 - Organisational Health (LM)
 - Situation Analysis (PB)

AG identified the following as the three key areas of interest in our bid for UK Sport:

- Validating the 1,000 hrs/year training for top athletes
- Validating the key attributes of top international female players
- Mindset requirements, which must include 'team cohesion'

UK Sport had also sought to better understand why we believed we could not win a medal before 2032. There were several elements of the UK Sport funding under discussion, notably the Progression/Acceleration funds.

PB had spoken to Mike Stow, UK Sport Head of Aspiration Fund Project to articulate some BHA concerns around the process and proportionality, as well as seeking assurances that decisions had not already been reached. Call was useful and some reassurance received. It also left the door open for us to ask for an extension if required. On this basis we agreed to go ahead with submission.

We expect to hear back whether we have been successful with phase 1 by end March/early April. We should then be given a funding envelope to work from for phase 2.

PB requested that thanks be minuted for the enormous amount of work undertaken by AG and LM in preparing our submission. He also recognised the support of Bill Baillie and Ricardo Vasconcelos with the performance input.

Actions:

- AG to finalise the Performance Matrix and update Situation Analysis before circulating to Board prior to resubmission
- PB to continue chasing international athlete data from other federations

5. UK Sport Strategy Support Fund

PB gave update on our bid for support from the UK Sport Strategy Support fund, and exercise which has been led by LM. This is a fund to help with our bid for UK Sport funding.

We have received confirmation that our bid for has been successful to support further data gathering and to use a specialist agency to help scope and manage phase 2 of this project.

6. Fundraising plan

EM has advised PB that she has approached a number of potential sponsors and agencies, but so far without success.

IM asked about a UK-wide approach to sponsorship for BHA/EHA/SHA. PB mentioned that this had been the plan until about 18 months ago, but that this had not progressed. Board agreed to revisit this approach, while EHA/SHA will discuss with their respective Boards.

IM will discuss the idea with Ewan Hunter on the SHA Board, who has a background in marketing affairs.

Actions:

- PB to talk to EM about a joint BHA/EHA/SHA marketing approach
- IM to speak to Ewan Hunter about proposal and his possible involvement

7. Financial update

Financial update was circulated by LM ahead of meeting.

Key points:

- a) The BHA account remains in credit
- b) The main BHA account has been transferred to another provider
- c) We can now manage account more directly, make on-line payments via app, make sub-accounts for NTs, produce our own statements and make euro payments (with better FX rate)
- d) HSBC account will be kept for short while in case payments are still made into the old account

The EHF account also remains in credit. Funds from this account will shortly be used to pay the entry fees for the 2021 F17 and F19 EHF Championship deposits, but we should still have the minimum required €4,000 in the account.

The Board agreed that three Board members: LM, PB and IM, should have access and signing rights on the new BHA account. LM and PB already have access, IM will be added.

The Board also agreed that the old HSBC account should be closed-down at the end of March or on receipt of the outstanding New Markets funds from IHF.

LM also reported that BHA now had a subscription to Xero accounting software to facilitate accounting process, but will reduce end-of-year cost costs to Magee-Gammon to produce our end-of-year accounts.

Actions:

- LM to close old HSBC account by end March, or when IHF funds arrive
- LM to add IM to the list of signatories for the new account

8. Chairman's update

PB advised that he had again chased IHF over the latest tranche of payments from IHF for the New Markets programme, but nothing had been received yet. We submitted our report in November. PB to send further email.

PB reported that negotiations continue with one kit supplier for the GB teams, but progress had been slow recently. However hopefully we will have resolution in the next 5-6 weeks.

PB mentioned that BHA had received one free place (but BHA would need to cover travel costs) for the EHF Women Handball Network Workshop in Vienna on 10-11 March. We have approached the Performance Group for a nomination. EHA/SHA received separate invitations and will also each send a representative.

Action:

- AG to confirm name of BHA rep on the EHF Women in Handball Workshop/PB to ensure submission is sent to EHF
- PB to chase IHF again for New Market funding

9. Performance Group update

AG reported that the January GB camps at the Oriam had been successful. The cost to the teams had been comparable, although support had been received from the SHA.

Discussions continue about the future plans for the GB age group women and Bill Baillie is in talks with Allan Stokes at the SHA around the best path forward. Currently they are running with one F18 squad but will shortly split into two again in preparations for next year's F17 and F19 EHF Championships. It was also agreed that Assistant Coaches needed to be formally appointed to the GB women's age group programme, this is for Bill Baillie to recommend to the Board.

PB confirmed that following consultation with the Board in February, the F17 and F19 squads had been entered into the 2021 EHF Championships. Teams have been advised that this was outside the current IHF funding period and that if no UK Sport funding is secured, alternative funding would need to be found and this could require the teams to help with fundraising. PB also mentioned that discussions were ongoing in EHF to cover more, or all, of the team accommodation costs for the lower ranked competitions. For now the €375 entry fee and €1,875 deposit for each team would be covered from the EHF account.

AG reported that the selection policy was being updated and should be ready for review soon. There was a base template, but with some squad variations. The appeals process would be standard across all squads.

AG also reported that it had been agreed that only Kevin Matthews, in his capacity as Managers' Supervisor, would attend Performance meetings. The other team managers would attend only the opening meeting of the season in September.

Actions:

- AG to speak to BB about recommending his assistant coaches
- MB/SN to send list of L2 coaches to AG
- AG to send draft selection policy to board for review

10. Risk Register

The BHA Risk Register was circulated by LM in advance of the meeting. There were no amendments or additions at this time. The Board felt the register reflected our current risks.

11. AOB

British play-off - IM gave an update on preparations for the British play-offs at the Oriam on 16/17 May 2020, including ongoing discussions with potential sponsors and with BBC over coverage.

EHF Secretary General Conference - PB mentioned that an invitation had been received for the EHF Secretary General Conference in Bratislava on 21-24 April and that AG and LM had been asked if they were able to attend. If not, EHA/SHA will be present regardless and BHA will not send anyone.

Next meeting dates to be set for the remainder of the year, but it had been agreed that the next face-to-face would be on Saturday 16 May at the British play-offs in Edinburgh.

Meeting closed at 12.40pm.