



Boxing Scotland Limited Board Meeting
5 Nasmyth Court, Houston Industrial Estate, Livingston EH54 5EG
09 December 2015 17:00hrs

Present: Richard Thomas (RMT), William Burns (WB), Kevin Bell (KB),

By Phone – John Macpherson (JMac), Caroline Stewart (CS)

In attendance: Fraser Walker (FW), Mike Keane (MK) and Chris Robison (CR) **sportscotland** Partnership Manager

1 – Apologies

Frank Delaney (FD) and Peter Evans (PE) offered their apologies.

2 – Conflict of Interest

No conflicts of interest were declared.

3– Approval of Minutes of the Boxing Scotland Ltd Board Meeting held on 12 August 2015.

The minutes were approved subject to a minor alteration recorded under section 6.1 Performance Report relating to GB Boxing.

4 – Actions

- PE to forward revised wording to FW for section 5.2 of the 17 June 2015 Board meeting minutes **COMPLETED;**
- FW/MK to pursue potential sponsorship opportunities with nutritional companies/suppliers in the build up to the 2018 Gold Coast Commonwealth Games. **COMPLETED;**
- FW to contact all Club secretaries to ask them to attend the 2015 AGM to ensure it is quorate. **COMPLETED;**
- MK to issue a note to all District secretaries noting BSL's disappointment over one particular boxer turning professional immediately after the 2015 Portugal warm weather training camp. **COMPLETED.**

5 – Chairman's Report

5.1 Daniel Flaherty, Bannockburn BC Update

The Chairman explained Daniel is making fantastic progress and if this continues as it is, his family anticipate at least a 90% recovery.

The Chairman and FW have visited Daniel's family in Hospital a number of times and open discussions held with regards to insurance cover and a potential claim.

The BSL Just Giving campaign to raise £25,000 to aid Daniel's recovery current sits at circa £11,000 including donations of £1,500 and £500 from the West & North Districts respectively.

The £25,000 target was derived from having 110 affiliated clubs and each having the means to donate £200.

The Chairman suggested it would be prudent to issue a general insurance update to all member clubs informing them of the level of cover provided. **ACTION**

5.2 Executive Chairman & CEO Positions

The Chairman provided an update on the BSL CEO recruitment process which took place in September 2015. Based upon the applications received, it was felt there were no exceptional candidates.

The Chairman asked FW was asked to leave the meeting at 18:40 hours.

The Board proceeded to further discuss the recruitment of a CEO.

The Chairman invited FW to re-join the meeting at 18:50 hours.

The Board raised the material differences between the roles of Chairman and Executive Chairman.

FW, MK and JMac offered their interpretations of the roles and it was agreed unanimously that the current BSL Chairman fulfils the role of Executive Chair, but on a pro-bono basis.

The Chairman noted that CEO investment has not been drawn down and agreement is needed on how it is spent.

KB also pointed out that the Chairman and FW are being required to undertake increasing amounts of work to cover the CEO role and achieve targets, yet funding continues to be withheld.

In the absence of a CEO, the Board unanimously agreed the need to appoint an Executive Chairman/Consultant. The Board appointed KB and JMac to develop a proposal for the appointment of current BSL Chairman, Mr. Richard Thomas, as an Executive Consultant on an agreed day rate. CR agreed and offered guidance on recommended levels of consultant day rates.

CR re-iterated it is the Board directors who run the sport and are accountable for such decisions.

The Board acknowledged that the recruitment of a CEO may potentially take 6 months with a further 6 months of required mentoring time. The BSL CEO role may be explored in due course but further work will be required on identifying appropriate salary levels and re-defining the job description.

The Board agreed there must be flexibility for it to consider other workable options (other than a CEO), should it see fit.

5.3 BSL Affiliated Clubs and Professional Boxing Engagement

The Chairman informed the Board that an alarming 27 Boxers, out of circa 400 registered elite males, had turned professional since the conclusion of the Glasgow 2014 Commonwealth Games.

As an organisation which has no mandate to assist professional boxing, we must consider the service(s) we inadvertently provide to the professional aspect of the sport. Many of the coaches present at our championship events are actively involved in professional boxing and are BBB of C licence holders. We are now faced with professional managers/promoters trying to affiliate their clubs with BSL.

The Board agreed that over the next six month period, a full review of all clubs will be conducted to ascertain what professional involvement club, officials and coaches have. This will be communicated to all member clubs by letter. **ACTION**

The Chairman also recommended contacting AIBA in order to try and glean further information on its future plans with regards to professional boxing engagement and possible rule changes.

5.4 GB Boxing Programme

The Chairman reported on a positive meeting he attended with Steve Esom (GB Boxing Chairman), sportscotland's Stewart Harris and Mike Whittingham – the purpose of the meeting was to gain some positive momentum regarding Home Nation engagement with the GB Boxing programme. The Chairman commended the backing and enthusiasm of Mike Whittingham has brought to the table as a BSL advocate.

5.5 Board Directors

PE suggested in correspondence that consideration should be given to the rotation and replacement of Board Directors to ensure continuity and freshness.

PE offered his resignation from the Board due to decreasing availability through work. The Chairman asked the Board to consider PE's resignation and it was duly accepted. The Chairman asked FW to write to PE, on his behalf, to thank him for his service. ACTION

A concerted effort will be made in the New Year to recruit new directors. JMac recommended Martin Henry as a potential replacement for PE.

In the interests of continuity and succession planning, the Chairman noted the importance of appointing a Vice Chair, and to possibly recruit from within. This will be addressed outwith the meeting.

5.6 Membership for Fitness and Recreational Boxers

The Chairman explained the need to start accurately capturing fitness and recreational boxers who benefit from the services of BSL affiliated club facilities, registered coaches and insurance cover.

It was suggested that further membership category is developed to capture recreational and fitness users which would incur an annual charge.

JMac questioned what potential benefits could incentivise registration with BSL. It was agreed further work is required on developing a proposal which identifies a suitable membership package.

6 Operational presentation/report

FW provided the Board with an update on progress towards annual investment targets.

It was noted that the following targets had been met or exceeded:

Effective Organisation

- One Female board member appointed;
- New membership management system implemented;

Performance

- One new GB Podium or Podium Potential Boxer;
- 1 or more medal in the 2015 Samoa Commonwealth Youth Games;
- 2 gold medals in the 2015 GB Boxing Championships.

FW informed the meeting that there were outstanding development targets to be met – two of which were on target and two of which were not due to mitigating circumstances.

CR offered his apologies and left the meeting at 19:57hrs.

MK provided a summary of the performance report which was taken as read.

7 Legal/Investigations

There were no ongoing legal matters or investigations.

8 Equality

Two recommended to the BSL equality plan were accepted by the Board. These were as follows:

- Removal of the suggestion a BSL Equality working group is established;
- Revised timescales which have all been moved forward 12 months.

9 Finance

The finance report was taken as read and it was noted that the organisation is on course to make a small profit for the 2015/2016 based upon current expenditure and budgets.

10 Risk Register

The risk register was taken as read. It will be updated and re-presented to Board at its June 2016 meeting.

11 – Actions

Number	Responsibility	Details
1	FW	Issue letter informing clubs of 6 month review to ascertain what professional involvement club, officials and coaches have. This will be communicated to all member clubs by letter.
2	FW	Issue a general insurance communication to all member clubs informing them of the level of cover provided.
3	FW	Write to PE to thank him for his service as a Director of the company.