



Minutes of National Council Meeting

Sunday 1st September 2024 13:00

Present	Geoff Brown, Chloe Dixon, Hadley Morgan, Kim Johnson, Paul Loberman, Paul LeManquais, Matt Smith, Stephen Toop, Vicky Knightsbridge, Jo Cundy – Minute taker		
Apologies/early departures	Kevin Rose – apologies received Steve Thornton – apologies received Craig Ellis – apologies received Mick Brown – apologies received Stuart Watson – apologies received		
Item on Agenda	Discussion/Points raised	Who	Action
1. Declaration of interests	<ul style="list-style-type: none"> • KJ owns a bowling centre • HM Mint sportswear and pro shop owner 	All	



<p>2. Chairman's update</p>	<ul style="list-style-type: none">• Geoff thanks all for attending• Geoff introduced himself – bowling has pretty much been my life, some of you know me and I have been in contact with you all. Those of you I do not know and reintroduce myself to those who do. So that's me.• Did send out an agenda – will start off by changing the agenda – as first meeting as myself as Chair I will be moving chairmans update to the top of the agenda.• GB getting to know people not only within bowling but also within the national and executive council. Discussion of plans and wanting to put those into action. This is what we are doing and this is what we have done.• GB have been focusing with the exec to fill the council positions, have filled a position – Vicky Knightbridge is our new Inclusion and Diversity Lead. This is a challenging role and will be working with Chloe going forward, good to have you on board and wish you all the best in your positon.• GB always available. I am available most of the time when I am not bowling. Always happy to speak, feel free to ask questions, round up at the end of the meeting for any questions.	<p>GB</p>	<ul style="list-style-type: none">•
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<p>3. Review actions from previous meeting</p>	<p>Many of the points/personel from the previous meeting are now no longer on council. Have filtered out those, for example KW number of actions for her and for the Membership services and in joint with others, GB has parked them, not to ignore them, but when new director is appointed then items can be passed onto them. LJ had completed all the things for her as they were admin jobs.</p> <p>List of items that came up</p> <p>Hadley</p> <ul style="list-style-type: none"> • 2023 Triple Crown report to the council – this was sent to the exec and discussed in exec. • Collating info on European Level 2 coaches – gaining a list, has a list of those available, EBF are now accepting equivalent standards from federations. USBC for example. We can now utilize other coaches, having a review with Steve T on who we can and can't use to ensure that we sticking to the rules. So will be compiling a new list and look at what we give coaching licence for, need to liaise with RG for this to enable. EBF licence is only for EBF events not for triple crown and World events.Coaching assistants course allows for USBC certified coahes, EBF have revised the rule to allow other qualifications. This list will always be evolving. There is an EBF list on their website of level 1s and 2's. • To create a tournament committee for the senior triple crown – JC expressed an interest to support with this. It is in conversation. Stephen Toop have kindly picked up running the junior triple crown next year. <p>Jo Cundy</p> <ul style="list-style-type: none"> • Send out bios to the national council – will do that this week. <p>Steven Toop</p> <ul style="list-style-type: none"> • To create a youth bowling club Mr Admin document – not done as yet – ongoing. 	<p>All</p>	<p>Hadley</p> <ul style="list-style-type: none"> • Compiling new list of coaches. • Liaise with RG re who can be given coaching licence. • Tournament committee for the Senior Triple Crown <p>Jo</p> <ul style="list-style-type: none"> • Send out bios to the National Council to be completed and added to the website. <p>Stephen</p> <ul style="list-style-type: none"> • Create a youth bowling club Mr Admin. • Complete Youth recruitment plan. <p>Chloe</p> <ul style="list-style-type: none"> • Reviewing inclusivity documents – working with Vicky. • Complete a focus group for gender inclusion document. • Conflict of interest documents to be resent to all on the National Council, all council members to sign and send back. <p>Paul Loberman</p> <ul style="list-style-type: none"> • Recirculate privacy policy to national council. • Readvertise for a Tour Manager • Investigate a recruitment policy • Complete a risk strategy • Complete tier one requirements in conjunction with other members of the council <p>Kevin</p> <ul style="list-style-type: none"> • New director of membership services to put together a working party on fees for Go Membership – Kevin to be a part of
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	<ul style="list-style-type: none">• Youth recruitment plan – started it, but redoing it and starting it again next year. <p>Chloe Dixon</p> <ul style="list-style-type: none">• Big thank you for all you are doing from Geoff.• Review inclusivity document – some are going to be published and some are ongoing – now that Vicky is on board.• Complete gender inclusion document – completed and then doing a focus group – on agenda today.• Update discipline documents – done in Mr Admin and updating• Conflict of interest documents. Need to be resent and resigned by everyone. <p>Paul Loberman</p> <ul style="list-style-type: none">• Recirculate privacy policy by email - linked to bowlers portal, this is linked to when this goes live.• Readvertise for a tour manager – have asked around but not advertised, this needs to go out again. A few are interested, but not much response, this year events have been run by local associations.• Share bowling data re selection – sharing data with selection committee, this is ongoing working with VH. Need to have a split between sport, challenge and recreation data. Working with Curtis and looking at a composite average. Cut off for sport and challenge patterns. Good to give info, any and all data is useful to have. This does not include any league averages – not at the moment as that is a large piece of work. Will do something separate for the leagues. Something for the future. Currently for tournaments and tournament database.• Investigate a recruitment policy.• Complete a risk strategy – spoken to somebody about a risk strategy – in the process of being completed.	<p>this in terms of budgets/expences and a way forward for all.</p> <ul style="list-style-type: none">• Arrange a time when to chat with all concerned about the implications and simple ways to bring a solution regarding expences and taxable or not.
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	<ul style="list-style-type: none">• Tier one requirements – reach out for help to complete these requirements. Few things on the website need updating. This is ongoing. One of those is updating all the policies which is being completed currently. <p>Kevin</p> <ul style="list-style-type: none">• Did KR share the costs of go membership to the council – it is around £6500 a year, costs were given from Ron. PLOb – that is payment fees rather than the platform. Fees for card payments etc. 10% of the membership goes to fees for this platform. When we get a membership services this is something that needs to be reviewed for future costs etc. The cost of this needs to be investigated. Get a working party together. So review costs going forward. This is for membership services to review.• Whether relating to employment or volunteers, 'round sum' expenses are not encouraged, but if paid they are taxable in the hands of the recipient. Our concern is that including these on an expense claim form may give the impression that they are just the same as other expenses being quite reasonably reimbursed, and therefore not taxable.• Coaching fees are taxable and therefore should be declared on a self-assessment tax return. <p>Note on the last minutes regarding how Steve Thornton and Team England are working together.</p> <ul style="list-style-type: none">• Had a meeting with RG and Steve reviewing all the work that they have been doing, including coaching assistant courses, to get people on a stepping stone towards getting a coaching licence. Especially to bridge the gap for those attending the EBF courses. Currently no further movement as Steve has not had the time to move this forward as of yet. The coaching assistant is not active as yet, it is completed just not been		
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	<p>offered to the members as yet. A few have completed it as a trial.</p> <ul style="list-style-type: none"> MS asked regarding subsidizing coaches to attend the EBF courses from this funding? This is something that the grants are there to support people complete courses. The difficulty is that YBC's need a level 1 EBF course. <p>Amendments to the rules moved to the next meeting</p> <ul style="list-style-type: none"> All amendments have been done and published. 		
<p>4. Nationals/Tournaments</p>	<p>Paul Loberman Tournaments</p> <ul style="list-style-type: none"> 125 events in the diary for this year, 135 in the previous year. Sanctioning is up to date 102 events have happened Fees are ok, but £800 outstanding, 6 finance reports are overdue or cannot find. The money has come in but no report or vice versa. Mostly ok. Kevin gets a report every Monday – both working well together with that. BTBA championship tour – has had a pause over the summer, kick off next month, had to cancel the Lancashire Open as not enough entries to make viable which was unfortunate, the bowl were ok about it – Altrincham – might put something in place in the future. There are no gaps until December in the calendar for any events, so one less tournament in the calendar this year. Tenpin tour is going well. For next year we are ahead of where we were at this point last year. No announcements until the end of September, whilst sorting through dates etc. Championship tour dates – looking for a tour manager – working well with local associations running the events. 	<p>PLob</p>	<ul style="list-style-type: none"> Announce dates at the end of September. Advertising for a tour manager. To email all local associations who would like to host an event next year. JC reshare the outcomes from the think tank from the adult counties Baker trial.



	<ul style="list-style-type: none">• PLOb will email invite to all associations who would like to host.• Good job to Trevor for his writeup from Crawley about what has been happening in the bowl.• GB and PLOb talked about having a 5 man event back on the calendar• MS – shared about setting up a 4 date event for the southern region – which will be a 5 person team event.• PLOB from talking with people the 3 regional scratch leagues all have good reputations, not just for scratch bowlers. Trying to find that within tournaments, look at finding a weekend or format for next year.• GB want to run a decent National 5 person event/championships. Want it to be an event that we want people to play in. Have spoken to a centre who are keen to support and possible sponsorship.• Lots of county challenges that are being run, counties are using them for their bowlers to play, raise funds etc.• Key thing about 5's – cost for lineage can be high. <p>Nationals</p> <ul style="list-style-type: none">• Comments around that it feels like another tournament- it is not special. Formed a working party, Paul, Geoff, Hadely, Stephen, Kim, Rachel Cox, Rob Thurlby, Dan Bonfield. Main principal need to make it more special. Different formats discussed, keep the same format. Midweek squads – wanted to fill squads. Possibly moving back to March, back to the north of England, in the north 3 times in the last 30 years, so north of Nottingham. 17 years since last time in the north. Spoke with Altrincham in March, but would be expensive, in June this would be cheaper. Could end up with it in June.• Creating a new logo/identity for the Nationals, better marketing, through local associations, pre-Nationals		
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	<p>interviews on past Championships, proper photos of the teams that can be shared on social media.</p> <ul style="list-style-type: none">• Have sponsor logos, quality certificates for winners/achievements, announce previous winners/HOF in the squad, small things to make it feel special.• Online team up service. As this has worked but in a less informal way this year.• Providing goodie bags.• Things that need to be discussed in the future about formats, entry fees and costs, possible sliding scale per division. Average bands need to be reviewed, possibly moving them up.• Discuss Team England squad places for possible winners, run brackets etc. Once the format has been set can then add in the other things discussed.• Properly presented and raising the profile of the event. We need to reenergize it.• Stephen Toop – same for the youth – presentations can be difficult as they bowled the weekend before.• JC to share the outcomes from the feedback to the National Council from the County trial of baker system.• GB need to get the calendar out early, PLOB can publish the key dates by the end of September for 2025 dates.• What is the attendance of tournaments like? Asked by HM• Would there be more attendance if there was less?• Excluding nationals and counties – over 89 tournaments tenpin tours and resdev are full, ESBT's full at the start of the year, less full at the end of the year. Championship tours around 50 or so entries. Still getting entries from top end of averages. Should be encouraging grass roots bowlers to play. Possible rebranding of tours to encourage bowlers to play.• Not many tournaments in June.		
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<p>5. Youth Bowling</p>	<ul style="list-style-type: none"> • Highlights from this year. • Merit book – all the youth bowlers get it for free. The YBC's just need to register for them. Also includes the stickers. • Sent dress code to be reviewed, JC will give feedback from the email. • USBBC have a picture of clothing that is and isn't allowed. • Sto believe that we should reduce the tournament age to under 19's and not have under 22. Which will mean progression tour will no longer run. • Give the youth a year notice if the age is to move to under 19's. Have 12 months notice. • 120 under 22 boys who are members, only 50 of those are playing/entering tournaments. • Potential for things to offer those members in the next 12 months. • Add into Youth Mr Admin re case by case for special cases for youth to extend into staying in the YBC. • Fully endorsed by the National Council. • Under 13's – including the under 10's, high membership number but low tournament turn out. These are the developing bowlers, need to encourage them to come through. Over 100 under 13 boys at the start of the season entering then went down to 14. • Talking to the YBC's about running mini tournaments within their YBC. Starting with the airport so can use as a focus to see how we can improve this age group. • Possible under 13's counties, JC shared her response to Sto re this matter, as no think tank this year, can run in next year as a trial event. To see what the take up will be. • GB send an email reminder and take under 25 off the list. • STo depending on responses could all be held on one weekend. • JC requests that Brian and Jill run the youth counties. 	<p>STo</p>	<ul style="list-style-type: none"> • JC give feedback on dress code emailed by Sto. • Give notice of change of age range from under 22 to under 19. • Youth to run a trial under 13's county event next year. • Youth counties to be run by Brian and Jill Parker.
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	<ul style="list-style-type: none"> • Youth Triple Crown for 2025 being hosted by England – the YBE team are on it. • Feedback from the triple crown this year, the schedule could have been reviewed due to timings, so cut down the number of nights/hotel etc Look at time on the lanes • Triple Crown nations - Chloe will be attending the presidium. 		
6. Team England	<p>Hadley Morgan</p> <ul style="list-style-type: none"> • Seletion processes for next year – accommodate more people be less cost to the bowler. There is not a final plan to share today, but will have it altogether by the end of September, so out in October. Across the board for all age groups. The complication has come from the change of age groups, trying to find a way to select bowlers for events without having a trial for everything. This proposal will be ready for the end of September. • Two Team England events left, Triple Crown and ECC, the budget will break even this year. Which is good as players have not been asked to pay more than necessary. • Generally the money that has come in is the money has gone out. • Expences are a lot more next year. We will need to select carefully the events we are going to play. 	HM	<ul style="list-style-type: none"> • Share final plan with national council by the end of September ready to be shared with membership in October.
7. Annual Awards	<ul style="list-style-type: none"> • Try to keep the winners secret up until the point they are presented. To the best of our ability. • Juniors is separate to this process, Stephen sorts this. This is presented at the tour finals. • 112 responses in total, 30 for the chairmans award. GB will choose this. • Responses from associations were due yesterday. • Sponsorships for all the awards 	PLM	<ul style="list-style-type: none"> • RG show JC trophies found to see if appropriate for reuse. • Awards committee will continue to review process for next year. • Volunteer votes to be sent back to PLM by Wednesday.



	<ul style="list-style-type: none"> • Bowltech/Storm not this year. • As of today all sponsorships are in place with exception of Team. • Senior bowlers are awarded at the senior ICC and all others at adult/open dinner. • RG found some trophies in the proshop – given a long time ago. No takers, except JC asked to see them to see if they can possibly replace the Open County perpetual trophies. • The process – team nominations come from Team England/Inter county secretaries, but this is not very open. Open it out to everyone for next year. • Discussion with Dave Steiner – winner of the adult bowlers of the year could be the same bowlers each year given the Pro bowler members. Any nomination should only be included if they were wearing an England shirt. Could do that and then have an amateur and pro bowler of the year, so then have a bowlers bowler. This is a point of discussion for next year. • Volunteer will be emailed out replies back to PLM by Wednesday 		
8. Transgender Policy	<ul style="list-style-type: none"> • CD will email out the policy to the council members. • Female to male you can compete without restriction. • More complicated with male to female – can only participate in handicapped tournaments, changes pre and post puberty. If wanting to play for Team England very different set of rules expectations etc • CD to send out and then request online for a focus group to come forward to share views before it is fully published. • When asking for focus group, ask members but ask them to email in to join the group. • Incorporate in chair of womens national council into the inclusion and diversity role. <p>Legal</p> <ul style="list-style-type: none"> • Readvertise roles for the following 	CD	<ul style="list-style-type: none"> • Email put transgender policy to council members. • Put together a focus group to review policy. • Advertise/Readvertise roles that are not filled or due to come to end of service.



	<ul style="list-style-type: none"> • Tournament – • Matt's 3 year term – • Business development – Job to be advertised • Head of coaching and education 		
9. AOB	<ul style="list-style-type: none"> • Good applications for membership services, Vicky was one of those but felt was best suited for the role she now has. • Recommendation to offer position of membership services to Neil Taylor. Strong application, good work based skills. GB will inform him this week. 	All	<ul style="list-style-type: none"> • GB inform new head of membership services this week.
10. Date of Next Meeting	<ul style="list-style-type: none"> • Saturday 30th November virtually at 10.00am 		<ul style="list-style-type: none"> • JC to send a skype invite for the meeting