

## BRITISH MOUNTAINEERING COUNCIL

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### Members' Council

Approved minutes of the Members' Council meeting held on Zoom on Tuesday 7 June 2022 at 7.00pm.

#### In attendance:

#### Voting Members

Elected Councillors	President, and Chair of the meeting	Andy Syme	AS	
	Cymru South Wales	Steve Quinton	SQ	
	Lakes	Fiona Sanders	FS	also Council Nominated Director
	Lakes	Mike Parsons	MP	
	London & South East	Chris Stone	CSt	also Deputy to the President
	Midlands	David Jones	DJ	
	Midlands	Claudia Sarner	CSa	
	North West	Carl Spencer	CSp	also Council Nominated Director
	Peak	Alison Cairns	AC	
	Nationally Elected Councillor for Indoor Climbers	Stuart Holmes	SH	
	Constituency Councillor for Mountain Training candidates	Oli Lewis	OL	
Specialist Councillors	Clubs Committee	Peter Salenieks	PS	also Council Nominated Director
<b>Observers</b>				
Specialist Committees	Hill Walking Group	Peter Judd	PJ	
	Remuneration Committee	Jonathan White	JW	
Board of Directors	Chair of the Board	Roger Murray	RM	
<b>Others</b>				
	Candidate for co-option as Constituency Councillor	Peter Neden	PN	
BMC staff	Minute taker	Tony Ryan	TR	

\* denotes supporting paper(s) circulated prior to meeting

Item	Topic and Main Aspects Considered	Decision / Action	Who	When
<b>28</b>	<b>Welcome &amp; apologies for absence</b>			
28.1	The Chair welcomed everyone to the meeting, including Peter Neden for item 31. In order to accommodate RM, who could not stay for the whole meeting, item 33 was taken before item 31, and it was agreed that PN could remain in the meeting for item 33.			
28.2	Apologies were received from: Robert Dufton, Rose Gare-Simmons, Sam Harris, Jon Punshon, Tarquin Shipley. Richard Eden, who had also been invited to the meeting to understudy the role of Area Representative, with a view to replacing Mick Green at the end of the year, also sent his apologies.			
<b>29</b>	<b>Note Conflicts of Interest</b>			
29.1	None declared.			
<b>30</b>	<b>Urgent issues for AOB</b>			
30.1	Deputy to the President* (AS)			
30.2	Changes to access staff (PJ)			
<b>31</b>	<b>Peter Neden co-option as Clubs Constituency Councillor*</b>			
31.1	The Chair introduced PN, who had expressed interest in the vacant role of Constituency Councillor for members of Affiliated Clubs, and asked PN to tell the meeting a little bit about his background.			
31.1.1	PN outlined his climbing, mountaineering, hill walking and skiing experience and his club affiliations, including long-time membership of the Surbiton & Kingston MC, for which he has undertaken a number of committee roles and is currently the President, and membership of the Climbers' Club since 2004. He was previously the Divisional CEO of G4S, but having stopped full-time work he now has energy, time and willingness to contribute to the work of the BMC.			

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31.1.2	PN was asked if there might be anything in his conduct linked to negative media coverage of G4S, and said that it was possible that his name could be associated with things that happened when he was with the company.			
31.1.3	AC observed that the role had been difficult to fill, and it wasn't easy to define. PN agreed, and felt that undertaking the role would involve a process of discovery, and he would come with an open mind to try to understand current intelligence and the needs of different groups.			
31.1.4	PN left the room and the meeting continued to discuss the appointment, noting the need to be mindful of reputational risk, but also acknowledging the need to differentiate scrutiny of applicants for Council roles from that of the Board.			
31.1.5	PN went into the waiting room, and Councillors (voting members and observers) were asked to agree to the co-option, which the meeting unanimously approved (14 votes for, by show of hand).	<b>Agreed</b>		
31.1.6	PN returned to the meeting to be advised of the result of the vote, and remained for the rest of the meeting.			
31.1.7	<p>The Council also discussed whether there was any requirement for conducting 'due diligence' on Councillors prior to appointment. The following was noted:</p> <ol style="list-style-type: none"> <li>1. Councillors appointed by election were not subject to due diligence. Note post meeting: There is a process to 'deselect' an elected Councillor so in the event of issues this can be addressed.</li> <li>2. Councillors appointed by role (e.g. Specialist Committee Chairs) are subject to a basic 'due diligence' as part of the appointment process. Note post meeting: AS to confirm with Lucy if this is rigorous enough.</li> <li>3. Co-opted Councillors are not subjected to 'due diligence' but it would be unfair to apply a different standard and given co-option is only a maximum of one year members can deselect an individual at the next Area or National AGM.</li> </ol>			
<b>32</b>	<b>Minutes of previous meetings and Outstanding Actions</b>			
<b>32.1</b>	<b>Minutes of 3 May 2022 meeting</b> The draft minutes were approved without amendment.	<b>Approved minutes to be published on BMC website</b>	<b>TR</b>	<b>ASAP</b>
<b>32.2</b>	<b>Minutes of 14 May 2022 meeting</b> The draft minutes were approved without amendment.			

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32.3	<p><b>Outstanding Actions</b>                      The meeting reviewed the list of outstanding actions managed as Tasks on Teamwork.  <a href="#">See Outstanding Actions</a> (link only available to Council members)</p>	<p>Approved minutes to be published on BMC website</p>	TR	ASAP
33	<p><b>CND Succession Plan*</b></p>			
33.1	<p>Following discussion of the paper presented at the 14 May Council meeting, at which changes to the paper had been agreed, a revised paper (showing all track changes) had been uploaded to Teamwork, and this paper also contained some comments from RM.</p>			
33.1.1	<p>RM still had some concerns over two of the six items in the paper (items 4 and 5), namely those related to testing out the potential roles of a CND, the skills matrix and Board expectations.</p>			
33.1.2	<p>A particular sticking point is around the skills and expertise required to be a Director. It was acknowledged that the skills matrix needs to be updated, to recognise that the role of a Director is about strategy, governance, finance and legislation, and not about being executive. There was recognition that CNDs come from a different pool of candidates to other potential Board members, but RM did not want to have a different skills matrix for CNDs. RM also felt that the learning curve of a Director is not unique to the CND role.</p>			
33.1.3	<p>The meeting was asked whether it wished to:                      a) send the paper to the Board and NomCom for consideration, with the proviso that they work with Council on further changes.                      b) work with NomCom to develop the paper and then submit it to the Board.</p>			
33.1.4	<p>Vote (by show of hands):                      Option a): 8                      Option b): 1                      Abstentions: 1</p>	<p>Send CND succession plan to Board and NomCom</p>	AS	ASAP
	<p>It was agreed that the paper would now be sent to the Board and NomCom.</p>			
33.1.5	<p>RM left the meeting at the conclusion of this agenda item.</p>			
34	<p><b>Update on Outcomes paper</b></p>			

Item	Topic and Main Aspects Considered	Decision / Action	Who	When
34.1	SH advised that the Nationally Elected Councillors (NEC) leading on the Vision Events plan to meet this week to progress the paper requested by the Board for its meeting on 18 June.	<p><b>Share Vision Event Outcomes paper with President when available (this weekend) who will share with Council.</b></p>	<p><b>NECs</b></p>	<p><b>ASAP</b></p>
34.1.1	Some concern was expressed by the short time line for submission of the paper to the Board leaving no time for it to come to Council first, so that Council could agree the direction of the paper, and a request was made for the paper to be provided to Council 'for info' when it is submitted to the Board, by uploading it to the Teamwork project for this meeting and notifying Councillors.			
34.1.2	The purpose of the paper for the Board was discussed in relation to re-profiling of the 2022 budget and budget requests for 2023.			
<b>35</b>	<b>Support for Areas</b>			
35.1	The Chair reminded the meeting that CSt had gave an overview of his thinking on this issue at the Council meeting on 14 May, but there had been insufficient time for discussion.			
35.1.1	CSt proposed that the meeting should discuss the formation and composition of a Task & Finish Group (T&FG) to make recommendations to Council and the Board.			
35.1.2	<p>Issues discussed by the meeting included:</p> <ul style="list-style-type: none"> <li>• make-up and scope of the T&amp;FG;</li> <li>• extent of consultation;</li> <li>• addressing current issues, such as meeting attendance, with prompt action;</li> <li>• longer term 'blue sky' thinking;</li> <li>• new ways of member engagement outside of the current Area Meeting structure and format;</li> <li>• volunteer recruitment currently funnelled through Areas.</li> </ul>			
35.1.3	It was suggested that previous research and work, including that of the Organisational Review, the Governance Working Group, Paul Evans' work on member engagement, and Emily Pitt's work on volunteer engagement should be considered.			
35.1.4	The idea of a marketing committee was also discussed.			
35.1.6	<p>CSt suggested that he could produce a 'road map' and put it on Teamwork for comment. It would consider, amongst other things:</p> <ul style="list-style-type: none"> <li>• need for engagement with Area Officers and Area Representatives;</li> <li>• need for engagement with Area Meeting attendees;</li> </ul>			

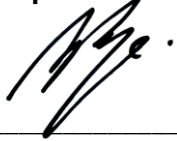
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	<ul style="list-style-type: none"> <li>• need for engagement with members who don't attend Area Meetings;</li> <li>• quick wins to current issues affecting Area Meeting attendance;</li> <li>• the volunteer pipeline that flows from the Areas;</li> <li>• next steps in addressing the issues identified.</li> </ul>			
35.1.7	The Chair thought that this was a good suggestion, but progress via that method might be slow.	<b>Provide a short paper on options including a wholesale review of Areas.</b>	<b>CSt</b>	<b>By 16 July Council Meeting</b>
<b>36</b>	<b>Votes / Agreements</b>			
36.1	Other than the agreement recorded in 31.1.5, and the vote recorded in item 33.1.4, there were no votes or agreements during the meeting.			
<b>37</b>	<b>AOB</b>			
<b>37.1</b>	<b>Deputy to the President</b>			
37.1.1	The Chair requested that Councillors read the paper uploaded to Teamwork earlier in the day, and noted that Council needs to elect or re-elect at the next full Council meeting on 16 July. CSt has expressed interest in standing for re-election, and others may wish to stand.			
37.1.2	It is up to Council to define the role, and the President shouldn't lead on this process, since the Deputy acts as a balance to the President. As the current Deputy, CSt also cannot lead, so the Chair asked if another Councillor wished to do so. PN volunteered to undertake the task, and produce a paper to go on the Council Chat Teamwork project.	<b>Email relevant Deputy to the President papers to PN</b>  <b>Produce Deputy to the President role description</b>	<b>AS</b>  <b>PN</b>	<b>Done</b>  <b>ASAP</b>
<b>37.2</b>	<b>Changes to access staff</b>			
37.2.2	PJ advised that Rob Dyer, the BMC's access officer covering England, has tendered his resignation. Following soon after the departure of Elfyn Jones, the access officer for Wales, this represents a loss of knowledge, experience and well-established partner relationships.			
37.2.3	PJ asked whether it would be worthwhile for Council to voice its concern, and to ask the senior management team to provide assurance that plans are in place to continue to fully resource access & conservation staffing.			
37.2.4	The Chair acknowledged that a number of long-serving staff have left in the past year, and some 'churn' is inevitable, particularly after a number of years when there was relatively little of it. He agreed on the need for knowledge transfer, and understood that an HR process			

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	was in place to ensure this transfer. It was agreed that the Chair would draft a communication to the senior management team.	<b>Issue communication to senior management team about access staffing.</b>	<b>AS</b>	<b>Done</b>
37.2.5	FS advised that she has asked for a staffing plan to be on agenda of the next Board meeting, and hoped to be able to provide information to Council after that meeting.			
<b>38</b>	<b>Date of next Meetings</b>			
<b>38.1</b>	<ul style="list-style-type: none"> <li>• Tuesday 28 June (7.00pm start) – pre-meeting – on Zoom</li> <li>• Saturday 16 July (9.30am start) – 6<sup>th</sup> Council meeting – on Zoom</li> <li>• Tuesday 2 August (7.00pm start) – post-meeting – on Zoom</li> </ul>			
38.1.1	Zoom links for above meetings are on the <a href="#">Teamwork Calendar</a> .			
38.1.2	It was confirmed that the next Vision Event, which will form part of the full Council meeting on 16 July, will cover the topic of participant learning. OL will be involved in presenting, and the Chair confirmed that he had also spoken to Guy Jarvis, Mountain Training England (MTE) Executive Officer about being involved. The Chair also requested that OL ensures that Jon Garside, BMC / MTE Training Officer is kept informed.			
38.1.3	SQ advised that the Participation Statement review will be on the agenda for the 28 June meeting.			
	There being no further business, the Chair closed the meeting at 9.15pm.			

**Summary of actions:** See [5<sup>th</sup> Members' Council Outstanding Actions](#) (link only available to Council members)

Item	Action	Involving	Target date
32.1	Publish 3 May Council meeting minutes on BMC website	TR	ASAP
32.2	Publish 14 May Council meeting minutes on BMC website	TR	ASAP
33.1.4	Send CND succession plan to Board and NomCom	AS	ASAP
34.1.1	Share Vision Event Outcomes paper with President when available (this weekend) who will share with Council.	NECs	ASAP
35.1.7	Provide a short paper on options including a wholesale review of Areas.	CSt	By 16 July Council meeting
37.1.2	Email relevant Deputy to the President papers to PN	AS	Done
37.1.2	Produce Deputy to the President role description	PN	ASAP
37.2.4	Issue communication to senior management team about access staffing.	AS	Done

The above is accepted as an accurate record of the meeting:



5/7/22

Signed \_\_\_\_\_ Date \_\_\_\_\_

**Andy Syme, Chair**