

BRITISH MOUNTAINEERING COUNCIL

177-179 Burton Road
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Members' Council

Draft minutes of the Members' Council meeting held on Tuesday 24 October 2023

In Attendance

Voting Members

Elected Councillors

President, and Chair of the meeting (the Chair)
Cymru North Wales
Cymru South Wales
Midlands
Midlands
Yorkshire
North East
North East
North West
North West
Peak
South West
South West
London & South East

Andy Syme
Tarquin Shipley
Steve Quinton
Ian Wyatt
Claudia Sarner
Richard Eden
Jon Punshon
Jonathan White
Andy Say
Bill Beveridge
Sam Harris
Trevor Smith
Philip Wilson
Olly Hicks-Pattison

Nationally Elected Councillor for Rock Climbers
Nationally Elected Councillor for Indoor Climbers

Steve Clark
Stuart Holmes

Specialist Councillors

Clubs Committee Councillor
Training Youth and Walls Committee Councillor
Huts Group
Funded Partners

Pete Salenieks
Abbi Blakey
Lynsey Mcauley
Guy Jarvis

Standing Observers

Hill Waking Group
Board Chair

Peter Judd
Roger Murray

Also attending for parts of meeting

Access and Conservation (Officer Policy), SMT member
Head of Sport and Community Development, SMT member
Finance and Audit Committee Chair

Catherine Flitcroft
Jon Garside
Iain Dickinson

1. Welcome and apologies for absence

The Chair welcomed everyone to the meeting.

Apologies were received from Sean Milner, Trevor Smith

2. Conflicts of Interest

None declared

3. Urgent Issues for AOB

Area Reports, NEC national forums

4. Minutes of the previous meeting and outstanding actions

[Action & Discussions of the July 4 meeting](#) were approved.

Matters arising

Patrons – on hold until time/resource allows this to be progressed further

EDI training – waiting for information/dates from Mohammed

Communications to members – on-going – see below.

Draft statement on financial position from Roger has been circulated to directors attending area meetings,

ACTION: Roger Murray to provide statement to NE area if no director is able to attend

5. Financial position.

Iain Dickinson and Roger Murray gave a summary of financial issues and course corrections from Spring 2023 – current position.

In summary, the BMC will finish the year with a bigger deficit than the £70k originally planned but the detail of the final position will not be known until negotiations are completed over the next 6 weeks or so. Lack of predicted growth plus issues with the UK sport contract have meant we will need to use some of the reserves but we have enough cash in the bank to ensure that the BMC is financially secure for this year. If councillors get questions from members about the financial position, these should be passed on to Roger Murray or the FAC. Course corrections (1 & 2) have been implemented to minimise the end of year deficit including reducing face to face meetings such as the final MC of 2023. It is proposed to hold an open Forum for members in week commencing 18th December, by which time we will know a lot more about the final position. Councillors should be mindful of the sensitivity of the details around the financial position in view of on-going negotiations and respect confidentiality. Roger Murray reported that the Sport England funding which supports MT, ABC and NICAS is running as planned. SH suggested that we should send a short message to members to keep them informed.

ACTION: Andy Syme to send updated communication for members re finances in week of 2nd November. [Post Note: This will now be during W/C 20 Nov]

ACTION: Andy Syme to locate 'Course Corrections 1' spreadsheet and post on teamwork for MC

Questions were asked about budgeting for 2024 and membership growth. Gavin Finch is working on this but has been busy due to resignation of PD.

ACTION: Andy Syme to get details from Gavin on membership growth plan to update MC at next meeting.

6. Complaint re staff raising concern about individuals during election process (Andy Say declared a conflict of interest at this point and left the meeting for this section)

A discussion was had about the procedure for electing CNDs where a concern had been raised by staff members about a potential conflict arising from appointment of a member of MC as a CND. An indicative vote was held¹ and there was general support for the value of staff raising concerns where there was a potential risk to the organisation however, concerns were raised by some that this may have resulted in unfairness in the process as there was not equal scrutiny of other candidates. There is a need to clarify the process in CND elections and to identify the best way to ensure due diligence is carried out at the appropriate point for all candidates.

It was felt that experienced staff should be included in MC meetings where the agenda included relevant topics (although we need to be mindful of pressures on staff time so need to ensure that this is effective use of staff time), also, MC representatives could be involved in staff meetings where relevant items are being discussed if agenda is appropriate. It was felt that staff attending MC meetings made a positive contribution.

The new CEO should coordinate attendance of staff members at MC in future meetings.

¹ "Is it appropriate for staff to raise concerns to council when they believe it is in the interests of the BMC?"

Yes – Always:15, Yes - except elections:3, No:1, Abstain:4

7. Council Contacts

TS requested that all members should update contact details on the Council Contacts spreadsheet on Teamwork.

ACTION: All councillors to check their details and update if necessary, on teamwork.

ACTION: Andy Syme to ensure Olly and Tarquin are added to Teamwork

8. AOB

8.1 Insurance

The current underwriters have decided that they do not want to accept the risk for expedition insurance where referrals are necessary (such as high altitude or medical issues for participants) therefore the BMC is taking on new underwriters by end Nov 23.

8.2 NEC Open Forum

Stuart Holmes requested support from BMC office in promoting an open forum which would be run by NECs, first one in January 2024.

ACTION: Cath Flitcroft to take ownership and ensure this is covered by staff – promotion and producing short videos to publicise the good work that staff do.

8.3 Huts

Lynsey reported that there is a major refit needed at the Alex McIntyre Hut on Skye and the Don Whillans Hut at the Roaches needs a new management committee – volunteers required.

8.4 FAC appointment

Tarquin has volunteered to carry on in his role as MC rep on the FAC. He was voted in unanimously.

8.5 CEO recruitment

Some concerns were raised about the large increase in CEO salary over a few years but Roger Murray defended this based on the need to get a high quality individual in post and the salary had been benchmarked against similar organisations. Suggestions were also made about the person specifications, particularly that the need for cost control and volunteer engagement should feature prominently. Roger reported that the interview process would include psychometric testing and management exercises in an “assessment centre” approach.

ACTION: All councillors – please put forward suggestions re job specs and interview process on Teamwork – Council Chat – messages (set up by Trevor Smith)

<https://britishmountaineeringcouncil.teamwork.com/app/messages/1209235?scrollTo=3383218>

8.6 Area Reports

Andy Say highlighted the fact that councillors reporting from areas is a key function of MC and there has been little of this in recent meetings due to pressures of other issues.

ACTION: Area reps to ensure that area reports are submitted in a timely fashion

ACTION: Andy Syme to set up project on Teamwork for next MC asap.

9 Date of Next Meeting

Pre meet – Nov. 14th

Main Meeting – Dec. 2nd

Post Meet – Dec. 19th

(All via Zoom)

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



22/11/23

Signed _____ Date _____

Andy Syme, Chair