

General Meeting Agenda

I. Welcome

Barry Eaton:

Welcome and introduction to each director; Mark Hendy, Roy Headey, Gareth Evans, Vicky Gottwald. Also welcome to Jonathan Roberts, Sport Wales representative, David Vickery for election results.

Details about the format of meeting: everyone on mute, ask questions on chat or raise hand and HP to keep track. If there are a high number of questions, they can be replied to in writing within 7 days.

II. Apologies

Wendy Eley unable to attend

III. Chairman's Report including draft strategy overview

Barry Eaton:


The report will be based on the report in the financial accounts.

2020 has been a huge challenge, priority being health and safety. Due to savings occurred during lockdown, the board have just signed a 5-stage plan to purchase 4 outdoor training facilities, one to be based in the north and three to be in the South Wales. The aim is to provide centralised places to train where social distancing can be carried out, less sharing of equipment and cleaning carried out between sessions. A booking system will be put in place so that any Welsh Weightlifting member can access their nearest facility.


Two full-time Regional Development Officers have been recruited for the first time; Ania Negele and Christie Williams, to work alongside Ray, Simon and Hannah.


WW have struggled for a long time with member recruitment for board, and it is fantastic to see a number of nominations being put forward, this is a huge step forward. WW have also filled two appointment vacancies on the board of directors with new directors Wendy Eley and Vicky Gottwald; taking steps forward in increasing competencies and skills, whilst bringing some diversity, to what has been a male dominated board for a while.

WW are in a healthy state as an organisation; it has moved forward hugely in the last few years. Despite frustration this year with being unable to do anything, we have a good structure in place to move forward.



Barry hands over to Simon Roach for Strategy presentation: Simon addresses the members and welcomes them to the meeting and delivers presentation:

- The strategy is aligned to the vision of Sport in Wales, the Well-being of Future Generations Act, and member consultation 2019
 - Next 4-year period – inspire all abilities, ages, background to take part to in our sport and to improve health and well-being
 - Many members of clubs are not competitive athletes, we want to support clubs to encourage local participation to enjoy the benefits of strength training, WL and PPL
 - We want to support athletes on the international stage and create development pathways for athletes
 - There are 6 identified opportunities to deliver the strategy: Participant centred approach, Community health and well-being, developing people, working together and sharing, building champions, becoming more financially independent
 - **Participant Centred:** Encourage all ages and backgrounds to participate in WL, PPL and strength training so that people become stronger. Working closely with clubs and academies and providing tailored support with the help of our RDO's. Increase number of clubs and help them to become academies. Develop local pathways and increase participation at all levels.
 - **Community, Health & Well-being:** Non-competitive people in our sport can enjoy many benefits of participating. WW are in a position to tackle national issues such as obesity and improving mental health and well-being. Our outreach can be improved through national campaigns, and marketing of WL, PPL and strength training
 - **Building Champions:** A programme in place to support athletes; reinstating the development squads to develop a pathway to Welsh and GB representation. Create an environment and culture promoting growth, talent ID, development of coaches and long-term athlete development.
 - **Developing People:** Junior volunteer mentoring programme, recruit and develop more coaches, volunteers and officials, Support talented coaches, shadowing opportunities for coaches and officials. Share experiences.
 - **Working Together and Sharing:** WW currently have good relationships with Bangor University, Coleg Sir Gar, The Urdd, Help for Heroes. Our BWL collaboration adds value to WW memberships and allows us to work on improving WW events. Power-based sport collaborations to identify talent from other sports and to offer support to athletes of other sports in S&C training. Support for coaches, officials and volunteers; support for talented coaches, junior volunteer programmes, official and coach shadowing opportunities
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- **Financial Independence:** Lead and govern a financially stable organisation which follows robust and efficient governance. An emphasis on less reliance on SW funding, and work on our procedures and best practice to ensure that equality standards are fully met.
 - Request for feedback from members via email

Barry Eaton thanks Simon Roach and requests questions or comments:

Mark Hendy observation: - *The board have scrutinised the Strategy document, this is a fantastic piece of work, thank you to Simon for the effort. 18 months – 2 years back, WW had a starting position to develop from and to, and this strategy is the blue-print for WW moving forward.*

IV. Financial report

All info available on the website, apologies for its lateness due to only having it signed off on 7/09/2020.

WW are in a financially healthy state, reserves circa £90k and WW are operating well within the budget.

Risks: WW funding is dependent on Sport Wales funding received. There is a risk of Sport Wales receiving less income from Welsh Government in the future and therefore this could impact the funding amount for all NGB's in Wales. This is an identified in the Risk Register.

It has been very difficult to generate income from other areas of business and we are very dependent on Sport Wales funding.

WW have not lost any funding during this financial year due to COVID and have not had to go into reserves; therefore have enough budget to cover operational costs this year.

Julian Farmer: *Question regarding investment into the academies: When is it envisioned that the outdoor facilities will be received and how much has been budgeted for this project? Envisioning further lockdowns, so timing is very important to get the equipment in place.*

Barry Eaton: *The budget is circa £110k. Simon can advise on when equipment will arrive*

Simon Roach: *WW are in discussion with different companies to get quotes and better deals. Some site surveys within the next 4 weeks will be carried out. More detailed information can be provided in the next few days*

ACTION: Simon Roach to speak with Julian Farmer outside the meeting to go through details



V. Election results of three Directors

Hannah Powell outlines voting process:

- *Voting opened on the 24th August – 4th September. Members could download and complete their voting form and send via email to Dave Vickery who was the independent Vote-Counter.*
- *Dave verified the votes by checking member details in the form against our records, and then counted the votes.*
- *The result of the vote has been kept with DV to reduce any conflict of interest within WW staff or board members*
- *If there is a need for a re-vote between tied candidates, then a poll will be created in this meeting and we will ask attendees to cast their vote for the third and final elected member to join the board of directors.*

Hannah Handover to David Vickery:

David gives a brief introduction as an independent finance consultant and chartered accountant by trade, was asked to oversee this process for WW.

Result of election: 34 votes received; 3 spoiled votes due to being completed incorrectly. 31 counted votes:

Darren Rogers 25 votes

Julian Farmer 30 votes

Ali Jawad 13 votes


Ross Miller 25 Votes

Three candidates with most votes: **Julian Farmer, Darren Rogers, Ross Miller.**

Hand back to Barry – issues with mic.

Hannah Powell asks Roy Headey to step in:

Roy Headey: Thanks David Vickery for overseeing the voting process. All three vacancies are now filled according to our constitution and rules; therefore this was a successful and well participated in election, in comparison with previous years which is a great statement for the organisation. The three elected members are with effect from the end of this



meeting the elected members. This is a healthy and positive change, to have some elected members representing the membership on the board.

Barry returns to meeting

Gareth Evans thanks Barry for his 6 years of voluntary time in WW.

Roy Headey and Mark Hendy echo Gareth's comment and thank Barry for his time.

Barry: Thanks everyone who stood for election and welcomes new board members onto the board. Thanks David Vickery for dealing with voting process and Jonathan Roberts support to WW, thanks the board members and staff of WW.

No comments or questions

New and current board members are requested to remain on the call for a quick welcome and introduction.

Barry brings General Meeting to a close.

Meeting adjourned by: Barry Eaton

Minutes submitted by: Hannah Powell

Minutes approved by:

