

**MINUTES OF THE MEETING OF
THE CPSA BOARD OF DIRECTORS**

Held at

Edmonton House, Bisley, National Shooting Centre,
Brookwood, Woking, Surrey GU24 0NP

On

Wednesday 7th December 2016 @ 9am

PRESENT:

Mr TR Bobbett	(TRB)	South West Regional Director – Chairman
Mr WA Heeks	(WAH)	North Regional Director – Deputy Chairman
Mr J Offord	(JO)	South East Regional Director
Mr J Martin	(JM)	East Midlands Regional Director
Mrs V Knowles-Lacks	(VKL)	West Midlands Regional Director
Ms M Conway	(MC)	National Director
Mr C Smith	(CS)	National Director
Mr G Walker	(GW)	National Director
Mr B Moorhead	(BM)	Independent Director
Mr N Fellows	(NF)	Chief Executive
Mr S Oldman	(SO)	Operations Manager
Mrs S Watson		Minutes Secretary

APOLOGIES:

None. All present.

QUORUM:

A quorum was declared present.

CONFLICT OF INTEREST RE AGENDA:

None declared.

MINUTES OF LAST MEETING:

Proposed by BM and seconded by WAH. All were in favour.

MATTERS ARISING:

Eriswell Lodge Skeet modifications are in progress but will not be completed by the end of this year. A further extension was agreed as the builder is not available until at least January 2017. All agreed work should be completed by April 2017.

JO enquired as to ticket sales for the Awards Dinner. NF confirmed four corporate tables had been sold. There had initially been a slow response to nominations, but further promotion through social media had helped, with 250 nominations to date.

GW asked if anyone was aware of Paul Culverwell's emails canvassing for votes for Michael Bovingdon. TRB commented that a selection committee had made the decisions previously and asked whether terms stated that members could not canvass for votes.

NF said the previous system had been in place for 5 years and it had been decided to change so that members could vote. However, a public vote is always likely to result in canvassing. MC added she had received an email on 8th November regarding nominations and a second email on 5th December regarding votes. MC thought a ground's distribution list had been used.

NF requested that everyone encouraged members to vote. Members had to nominate, a short list was determined, and then members had the final say – along the lines of the BBC's Sports

Personality of The Year. CS raised the issue of having to log in before you could see the nominations. NF to talk to Angie to see if the nomination list can be more readily accessible.

ACTION LOG

Clay Shooting charity:

Ongoing. NF will discuss with BM for next steps and overcoming possible Charity Commission objections to an application from a shooting organisation.

No progress regarding an Independent Director. NF will try again in the New Year.

Reputational management:

Charlie Jacoby was invited to give a presentation at the Directors Meeting.

Coach Development & Training:

Recent recruitment search did not prove successful for short-term needs. The position will be reviewed.

Regional Team Selection process:

NF to contact Regional Committees for their views on changing current requirements.

General discussion regarding electronic screen/score board, and practicalities of mounting it on a trailer or converted van – for use at championship finals and other weekend events. An outdoor screen would cost in the region of £8k-£10k as part of the overall cost. JO and TRB considered hiring was a better option - as and when required. WAH pointed out that hire companies would have insurance in place, and that the CPSA could hire up-to-date technology as and when required, rather than go to the expense of something that will date and will have to be stored for most of the year. All thought it wasn't necessary to purchase, and that individuals were unlikely to volunteer to transport and set up the equipment at events.

NSCA had confirmed they do not wish to join ICTSF.

JM has been reviewing ground noise/nuisance complaints. Last week he attended the Priory Shooting Ground for testing, along with the Local Authority, as temporary acoustic barriers had been set up following noise complaints. The noise meters could not pick anything up, apart from nearby traffic, but the conclusion was reached that the distant sound of irregular “popping” is more of an issue than noise per se. Local Authorities have a legal duty to investigate noise nuisance complaints and most ground owners do make an effort to placate complainers. JM said the Priory had been issued with a noise abatement notice on 27th October with six weeks to act. The fact they have carried out tests shows they were willing to assist but there do not seem to be any accepted official standards to work to. BM said he did not know of any precedent test case to use as a reference point but would make enquiries.

NF had been in discussion with a noise consultant, who would be willing to have a meeting to discuss the issues. The use of a fixed decibel level could be risky as all situations are different but the consultant had experience in noise nuisance too. NF will obtain dates from the noise consultant, and inform JM.

UPDATE BY CEO

Championships for 2017 – clashes have been avoided as far as possible. WAH asked why a BICTSF FITASC Selection Shoot was the same weekend as a CPSA event. NF confirmed the CPSA dates were set first (in June) and provided to BICTSF, but there was nothing they could do about it.

Bookings for the ICTSF World Sporting championship at Kelmarsh are beginning to come in.

The Paralympic disability shooting performance programme will be moved to British Shooting with effect from April 2017. Rio performances exceeded the target for many sports and, whilst the Government is committed to funding sport, decreased lottery ticket sales could well affect funding. The new Governance code from Sport England and UK Sport has clear criteria for grant recipients. British Shooting is reviewing its own governance against the code, which includes criteria for at least a 30%/70% gender split for directors, skills and experience standards and at least 25% independent directors. This should be seen as guiding best practice for all sports bodies.

ICTSC. It was noted that the ICPSA (Irish Clay Pigeon Shooting Association) had amended its Articles of Association and is now known as the ICTSA (Irish Clay *Target* Shooting Association). They claim to be the sole 'governing or delegating' body for Ireland, which has caused some issues for the UCPSA.

Following on from the discussion above TRB asked whether the word "Pigeon" should now be replaced with "Target" in the CPSA's name given worldwide only the Ulster CPSA and ourselves still use the word "pigeon" in their name. Any proposal would have to go to members for resolution and WAH thought that members would want the name to be changed. JO pointed out that the AGM and Counties events were coming up, and that all Regional Directors should ask for members' views. All agreed.

Double Trap: the ISSF ad-hoc committee has presented a report that proposes Double Trap be replaced by a mixed team event, possibly in OT, on the back of a desire for gender equality and concerns about universality. It seems likely that Double Trap will eventually disappear, with a decision from the IOC on the Olympic programme due in the summer. It is likely that the discipline will remain in the Commonwealth Games programme for 2018, however.

Strategy Review – ongoing.

Future publishing: NF attended a dinner with new owners of Clay Shooting magazine and there will be a meeting on 27th January with the new Editorial Director for the Fieldsports Division. He acknowledged that small companies are often run to the owner's agenda and added that Future were able to provide mentoring for inexperienced staff. No advertising spend will be committed until we establish a more professional relationship with the title than existed under its previous management.

MANAGEMENT TEAM REPORTS:

OPERATIONS

SO advised Directors it could cost £5k- £7k to make amendments to the Shoot08 programme to accommodate proposed changes to age groups. As the programme is scheduled for redevelopment next year he suggested it is not worth spending such a figure on updating. TRB proposed a 12 month delay to plans to change age cut-offs. All agreed.

COMMERCIAL – Angie Marung

Angie is talking with designers who will create some suggestions for highlighting the fact that the director election form is in the envelope with the next edition of Pull!

BM discussed the reporting of Bobby's telephone calls to lapsed members, and whether that information could be compared with previous years. Angie confirmed she will be able look at

the retention impacts, trends, demographics, age, gender etc. once we can get full reporting from Merlin.

MC asked whether online voting for members was the way forward as it would save money. Angie confirmed she was looking into it and our new system will provide for this.

Angie talked about the Awards event and confirmed that 460 votes had come in within the last two days. She asked the Board to promote the event within the regions and confirmed they would make changes to show the nominee list before logging on.

There is a new Editor for Pull magazine named Sue Dando. She has come from Archant County Life, and will have additional support whilst she settles into her new role. Sue will be visiting the office in January, but her appointment is considered good news for all.

NATIONAL DEVELOPMENT – RW

Tony Higham will start reviewing course material in January. Material has been sent to Tutors for feedback.

Premier League dates – Bisley SG have withdrawn as their target market is more game shooters than clay shooters. Honesberie SG has joined with a shoot date of Sunday 13th August. Nick Hollick of Honesberie hosts Registered shoots off-site from his ground but has a good following and is well known. It is proving difficult to get grounds to join to form a northern league. Manchester was suggested but is a registered ground and not Premier or Premier Plus, which a ground needs to be in order to take part.

The coaches' day was a success with good numbers. The 'goody bag' was excellent and prizes were plentiful. It was a fun shoot, with good networking and prize draw.

IT DEVELOPMENT – PT

Merlin is making good progress, with the website still a work in progress. The latest aim is to go live in January. The test version of the new site is up and running and Peter can provide a link to directors for feedback.

County Secretaries will eventually be able to send emails to their county members but we will need to ensure safeguards are in place. This needs to be managed so that, for example, not too many emails are sent out as we do not want to overload members. We will give them the option to opt out.

RATIFICATION OF CODE OF CONDUCT

The CPSA Articles include a byelaw that provides for the Board to govern the conduct of Directors and TRB stated it has been a requirement for some years that all directors are required to sign the Code of Conduct before taking up their position. BM observed the Code was very good, with no ambiguous content. It is a freestanding document regarding good practice.

To ensure this is kept current TRB proposed an updated Bye-Law – namely that no prospective Director will be allowed to take up their position or attend Board meetings until they have signed up to the standards of conduct contained within the code. If they have not signed after two Board meetings have passed they will forfeit their role on the Board.

MC asked if this should be highlighted to potential candidates upfront. NF confirmed it is on the Association's website so all potential candidates ought to be aware of it but as it had not

been expressly highlighted within the recent advert BM advised it may be helpful to notify current candidates formally.

Board Resolution passed: proposed by WAH, seconded by GW, all in favour as follows:

- 1.1 To confirm the Byelaw as per Article 52(c)
- 1.2 To ratify the Code of Conduct and the requirement for all directors to sign it prior to formal appointment
- 1.3 To notify respective candidates

NF to write to MC and Nicola Heron (the two current candidates for National Director in 2017) reminding them they would be required to sign the Code before they could take up a director position following the 2017 election.

BM subsequently the meeting.

CORRESPONDENCE

Mike Faux had written in regarding England selection shoots and minor championships being held together in one event which he felt disadvantaged his ground in being able to hold the championship. He asked if these could be separated to give more grounds the chance to hold more championships. It was agreed he could be included on the rota to hold British championships, but there are not enough weekends available to allow minor championships to be run separately from selection shoots. It was also considered that grounds would not be willing to host a minor championship on its own on a Saturday as entries could well be quite low. NF will write back, suggesting he apply to put his ground on the rota for the BO ESK.

Phil Thompson had written with a proposal to change the way DTL selection shoots are run and highlighting the costs he estimated would be involved for him to run one. It was felt the costs had been over-stated and his proposal to reduce the numbers involved was not accepted.

COMMONWEALTH GAMES: DRAFT SELECTION POLICY

Building works are currently taking place at the Central Scotland Shooting Ground which will be the venue for one of the DTR selection shoots. It is anticipated the works will be completed in time for the selection shoot at the end of May and Home International in July. On this basis the DTR selection shoot will count towards CG selection, along with the other BICTSF designated selection shoots in all three ISSF disciplines.

Discussion was held over MCS scores and whether those attained in major international competition should be eligible, given the team is being selected to compete in a major international competition abroad. Performance pressures on the international stage were discussed along with the potential for conditions to be more amenable to higher scores at some events. The alternative philosophy was that restricting scores to those obtained at domestic selection shoots only would mean members would be shooting under the same conditions at the same time. A transparent procedure was needed and the majority of members are not full time shooters. Not considering scores achieved in major competitions, however, could have a negative effect on the perceived credibility of the policy when selecting a team for a major championship.

All voted in favour of the basic procedure as it stands (except VKL who abstained) with various comments having been made on the latest draft wording. It was agreed that all directors should pass any further feedback to TRB by the weekend to enable a final draft to be circulated for ratification. This would then be submitted to ETSF and onward to Commonwealth Games England, who will have the final say on ratification.

DOWN THE LINE SUB-COMMITTEE

WAH and CS attended the meeting held on 5th November. Four sub-committee members were in attendance along with nine other DTL shooters who had been invited. The notes of the meeting recorded some comments made that were incorrect including a comment that numbers at the DTL weekend have been falling in recent years when in fact they have been increasing up until this year.

Feedback from the DTL weekend this year, as it was squadded for those taking part in the England team selection process, included comments that some members were unable to shoot with their mates and they hadn't attended. Many do not like the new system. Suggestions from the sub-committee included having two separate selection shoots and leaving the championship weekend as just that. The formal proposal put by the sub-committee, to publish the format of the shoot and allow entrants to book in to shoot which banks and with whom, went completely against the complaints from 2015 that led to the current system being adopted this year and so was a non-starter. The feeling in favour of having a system that ensures everyone shoots different banks of targets on each day was much stronger.

It was also noted that the ESK selection shoots stand alone from the EO and BO, so adopting this format for DTL would bring greater consistency. After some discussion all voted in favour of a second selection shoot being established separately from the DTL weekend, which would become an enjoyable championship weekend in its own right.

On the matter of home international team selections, the Board confirmed that the objective in selecting the team is not necessarily to have the strongest possible team at all costs but to give each member a chance of selection for one specified category of their choice assuming they are eligible. If they were unsuccessful in that category they could not switch to a different category for which they may also be eligible, even if they had a higher score than others who would be selected instead.

Note: CS declared an interest at the outset of this agenda item as his ground is on the DTL rota and both he and WAH abstained from the subsequent vote.

ENGLISH SKEET SUB-COMMITTEE

CS said he attended a good meeting. The issue of setting targets by speed gun, rather than marker posts, was discussed. It will give a fairer delivery of targets consistent with the rules, but will not be imposed on grounds if they wish to continue using posts. Paul Fallon had offered to put together a detailed protocol as an option, if the Board is prepared to give serious consideration to the proposal. All voted in favour of considering the protocol and noted a significant rule change would be required before this could be adopted.

ABUSE

There have been increasing concerns regarding abuse of Referees. After discussion it was agreed to publish another note in Pull to say it would not be tolerated. NF will action.

Abuse through social media was also raised. NF will talk to Peter Tomlin about options for a simple reporting method concerning abuse/concerns by members. NF stated it would be very difficult for the CPSA to get involved in personal disputes, but Directors felt there was no channel at present where members could approach the CPSA with concerns or reports.

AOB

JO mentioned that a ground in Kent has now been asked by the Licensing Authority for exact details of cartridges used. He asked if other grounds had been asked, and directors confirmed they had not heard of any.

Johnny Johnson has had a major operation on his left leg and is now recovering at home. JO requested that a card be sent to him. NF to action.

NF confirmed that, in light of recent news coverage of sexual abuse allegations within football, the CPSA had all the relevant policies in place, should any claim be made. MC confirmed she is a Safeguarding Officer for St John's Ambulance so could assist, should any issues arise. SO is a member of the Safeguarding group led by Sarah Daly from British Shooting and their policy and practices meet current requirements and standards.

MC had received a query letter from Eriswell Lodge regarding the selection procedure for major championships. It was agreed this would be discussed at the next meeting.

TRB closed the meeting at 4.20pm
