

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

**held at The Hilton Hotel, South Cobham,
Surrey, KT11 1EW**

on Saturday the 28th of March 2009 at 09:00am

PRESENT:

Mr TR Bobbett	Chairman / National Director
Mr WA Heeks	Vice Chairman / Regional Director - North
Mr PJ Boakes	Chief Executive Officer
Mr BD Curtis	Regional Director – East Midlands
Mr C Fielding	Regional Director – West Midlands
Ms N Heron	Regional Director – South East
Mr KJ Newton	Regional Director – South West
Mr TWD Blaney	National Director
Mr K Walsh	National Director

GUESTS:

Mr G Davis Auditor (attended entire meeting)

MINUTES SECRETARY:

Miss KJ Boazman

1. APOLOGIES

None.

2. MINUTES OF MEETING HELD ON 24th FEBRUARY

The minutes of the previous meeting were only available in draft form. The Board was therefore unable to approve them at this stage. Approval is deferred until the next meeting.

3. MATTERS ARISING

None.

4. CEO REPORT

a) ETSF (Commonwealth Games, India)

A Minimum Consideration Score has been decided, similar to that of BICTSF, and will be published in Pull! magazine. PJB asked the Board to defend the decision should shooters suggest it is too high as ETSF will not under any circumstances allow people to enter without meeting it. PJB explained that countries can enter teams into CSF for disciplines that may not be included in the Commonwealth Games, to gauge interest. At present, Women's Double Trap has been retained even though at the technical meeting in 2006 in Melbourne, Australia Graham Hudson, president of Commonwealth Games Council had advised those present that as the discipline has been dropped by the ISSF and increasingly low numbers participating at Commonwealth events, it would not be included in CSF or CG going forward, further that women's Skeet will be included in CSF but not in CG.

b) ICTSC

PJB attended the AGM at Bisley on the 27th of February where an issue between ICPSA and UCPSA became apparent. PJB explained that in Ulster only scores from affiliated clubs are recognised. The problem is there are two clubs in Northern Ireland, which belong to the ICPSA. The ICPSA therefore won't recognise scores shot at these grounds. The Board all agreed that this was perfectly acceptable and will support Ulster if necessary. PJB and TRB will attend the extra meeting called by Arthur Williams Chairman of ICTSC scheduled for 7th April.

c) BICTSF

PJB reported that at the recent BICTSF AGM in February, he stood down as Chairman, although he will remain

on the Board. Chris Cloke will be the new Chairman, Sarah Daley is the new Secretary and NH is temporarily taking on the role of Treasurer.

d) Bisley Bid

LOCOG and the ODA have now clearly stated that they are not interested in the Bisley Bid. It would seem that the NRA are reluctant to accept the decision and will most likely continue working towards it, however PJB does not wish to spend any further time on the matter, as the decision from LOCOG seems very final. Feedback suggests that the problem with the Bisley Bid was that there was too much focus on redevelopment of the site and not enough on the Games. PJB reported that there are still some outstanding issues with Woolwich and although the 'party line' is that Woolwich will host the event, the likelihood is that it will end up in Barking and Dagenham. Nuthampstead, Southern Counties and West Wickham are definitely not being considered and PJB requested that individuals stop writing in to encourage movement in that area.

e) Sport England

PJB informed the Board that Matt Holt, who has assisted the Association throughout the Sport England bidding process, has moved on and a new contact has yet to be confirmed. The initial payment to GBTSF is to be £140K and looks to be forthcoming late April. PJB explained that the Board now needs to focus on developing a three or four year plan for how the funds will be spent. NH reminded the Board that the funding is for target shooting as a whole, not just clay shooting. PJB added that there will be meetings between representatives from the CPSA, NRA and NSRA.

f) Micky Dore / John Hugill

John Hugill had said he was willing to stand as Honorary Legal Advisor to the CPSA. Since the Mickey Dore incident, which was discussed at the previous meeting, Stuart Oldman had tried to contact him via telephone without success. A colleague of JH told SO that JH has written a letter to the Association but nothing has been received to date. PJB suggested it was time to 'move on' and, with The Board's agreement, will discuss the matter with Laura Saunbury of Lewis Nedas (the future likely Honorary Solicitors). He advised the Board that the ongoing issue with Mickey Dore could be potentially quite costly to the Association. WAH asked if it would be possible to recover the costs incurred from MD if found 'guilty' but this is not allowed for in the Articles.

5. DIRECTOR ELECTIONS

GD circulated a document to the Board indicating the results of the recent elections to the Board of Directors. Some of The Board congratulated NH on her re-election as SE Regional Director and offered commiserations to KW, who will be replaced by Graham Walker as a National Director.

6. COMMERCIAL MANAGER

PJB informed the Board that Jenny Andrews has handed in her resignation and he had agreed a reduction to one month's notice - her last working day will be the 09th of April 2009, although she will work primarily from home during that time to finish any ongoing tasks and prepare hand-over notes.

7. CORRESPONDENCE

a) Karl Prince has applied to replace Tony Clayton as ABT Manager. Since no one else has applied, the Board unanimously agreed that he should be given the role and PJB will inform him of this.

b) PJB included in the Board Pack, a poster that was displayed at Oxtou Shooting School relating to the recent decision regarding Mickey Dore. PJB also included the letter he wrote to the person responsible for the poster, expressing the discontentment of the Board at this inappropriate behaviour.

c) There is an ongoing issue with East Yorkshire Gun Club, where it is said no one really knows who the rightful owner of the ground is despite the fact that, according to WAH, an extensive file has been kept by Billy Walker. The outcome of the EYGC AGM is not yet known and PJB reminded the Board that, in any case, this is not an issue for the Board to resolve, however he would like everyone to be aware of what is happening. The English Skeet event should still go ahead at the ground as planned, despite the fact that KJN had heard a rumour that the ground is currently locked up and staff appear to have all left. Peter Tomlin is monitoring the situation and has a second choice location lined up just in case.

d) Graham Evans wrote to the Board and everyone agreed that his concerns were valid. Although the Board would like to help resolve his issue, an exception to the rules in booklet 5 cannot be made under any circumstances. PJB will respond accordingly.

ACTION: PJB

e) An email from Malcolm Martin was included in the Board Pack following a recent incident at BASC, where they were felt to be breaking the rules of 'not-for-profit' organisations. GD explained the CPSA is a "not for profit" organisation and should take great care to protect this status. The fact of not being VAT registered also saves the Association approximately £150K per year. GD assured the Board that the CPSA was not in violation of any guidelines for this kind of set-up but should use the BASC example as a reminder to be careful should any decisions be made to alter the way the CPSA is run and, particularly, how it chooses to 'sell' its 'products' (ie. membership and subsequent benefits).

8. AGM PREVIEW

a) Accounts

GD reported that the financial statements for February are looking positive and assured the Board that thanks to Connie Pierre's overhaul of the accounting system, the 2009 accounts will be far easier to present for the next audit. GD asked if the NSRA money was accounted for in the previous years' accounts. PJB will verify this with CP.

ACTION: PJB

b) Election of Officers

- i) TRB will stand as Chairman and TWDB stated he may also stand although he had yet to decide.
- ii) WAH will stand as Vice-Chairman.

c) Special Resolution

A proposal for a change to the Articles will be voted on at the AGM. The proposal will mean the CEO position will not automatically carry a Directorship of the Association although he/she could stand for election in the normal way as an individual member. The Board shared their own views on this:

- i) **WAH** is against the resolution and felt it would not help the Board in any way whatsoever. If PJB has no vote, it could complicate things when there is a 50:50 split and possibly put the Chairman in a difficult position.
- ii) **TWDB** is against the resolution.
- iii) **TRB** felt it would make no difference either way as in reality he could not foresee the CEO not being included in Board meetings.
- iv) **CF** also felt it would make no difference either way but was concerned that the Board should not appear to suppress the members' voice if this is what they want.
- v) **KJN** is against the resolution.
- vi) **NH** was initially unwilling to share her views but later indicated that she was **for** the resolution.
- vii) **KW** is against the resolution and felt that such an important part of the CPSA constitution should not be changed in this way given that the 'average member' does not have sufficient understanding of how the Board functions to be able to make a decision in this area.
- viii) **BDC** is against the resolution and felt its adoption would be a 'backwards step' for the Association. He added that the proposal had not been well thought through and would not be in any way beneficial to the Association. GD added that the members who have made the proposal obviously have not considered other Articles, for example 2d. The adoption of the special resolution will create several contradictions within the Articles and thus have very complex implications.

PJB expressed his disappointment at the fact that TRB was made aware of the proposal in December and yet did not bring it to the Board for discussion. TRB totally refuted this point as he was actually handed an envelope containing a copy of the proposal late in the day of The Board meeting after the meeting had closed and most Board members had departed.

BDC suggested that the vast majority of members do not have enough knowledge of the Articles to be able to vote on such a proposal. He felt that in future, the view of the Board should be published in Pull! magazine to keep members informed and give a broader outlook. The idea would not be to stop members voting but BDC felt that the Board has a duty to provide members with all the necessary information in these circumstances. KW agreed, pointing out that two thirds of the Board were against the Special Resolution. KW felt that a 'responsible board' should explain this to members prior to asking them to vote on something so important. NH stated that she had explained to several members of the SE region when she was asked. She stated her members had no problem with understanding it. It was then for them to go away and digest it and vote should they choose to. She also added that it would be an impossible thing to have a 'Board view' on this topic because the Board was split in its views.

9. OBJECTIVES 2009

a) KJN suggested that Board meetings should be shorter, as they were in the past. Most of The Board generally agreed with this although NH suggested The Board members should be prepared to be there for as long as it takes.

b) KJN and PJB both suggested that there should be fewer squabbles and less backtracking. PJB felt that issues have rarely been debated as they should be, because 'personalities take over'. TRB has invited Roger Philips to the next Board meeting to discuss cohesion between Board members.

c) WAH felt that the Board needs to 'pull together' and focus on what it is doing for the members. TWDB, PJB and KW felt the Association should build upon the existing non-competition shooters and what is on offer for them. CF felt that members do not understand the value of the Academy and it is becoming harder to defend, PJB stated that in his view there was nothing to defend and reminded all once again that the Academy is the technical side of the CPSA, which has always been there. NH also raised an issue with regard to Assessors being allowed to assess CPSA courses based on accredited prior learning experience which was only to be allowed for students coming on to the courses. The Academy already had strict rules for the appointment of its Tutors and Assessors which were put in place by Mr McVerry, involving panel interviews and the likes. Several existing tutors had been rejected through this method and now Mr McVerry was changing it again. NH asked on whose authority was this being done? PJB explained that Sport England want the Association to aim for common national standards and the acceptance of prior accredited learning experience is a step towards this. PJB reminded the Board that as a National Governing Body, the CPSA's role is to regulate and govern the sport. Despite having lost members over the last year, a few perhaps as a result of the Academy, numbers are generally good. PJB felt that the biggest issue is the disunity within the Board and implored the group to support 'Board' decisions, such as the Academy, even though they may not have personally voted in favour of it.

d) TWDB felt that the Board lacks structure and should focus on a macro-vision rather than trying to micro-manage everything. He stated that the Board should set up the policy and direction and then leave it to the CEO. He suggested that the Chairman and the CEO need to work in absolute unity in order to encourage a common message from the Board to the members. NH reminded TWDB and PJB that Directors have a duty and a responsibility to the members to look at how the member's money is spent, thus ensuring that it was not wasted and she would continue to do so.

e) The subject of a 'common voice' outside of the boardroom was supported particularly by TWDB, KW, PJB and TRB. KW felt that time is wasted arguing points but a 'board decision' is rarely reached. KW gave an example of the recent Essex AGM where he was asked about World Sporting. Quoting from the minutes of that meeting, KW explained that he repeated the Board's decision, which incidentally did not coincide with his own personal views. NH then contradicted him by focussing on her own opinions rather than that of the Board. NH clarified to the Board that the Essex AGM asked for both Directors 'own view' on all the subjects discussed and not the party line. She was happy to give her view and it has not changed. PJB also felt that NH is too often preoccupied with voicing her own view rather than that of the Board and gave the example of the South East Regional Meetings. NH defended this by saying that if asked for her opinion she will not lie to members. TRB concluded that if the Board makes a decision each member must support it. He believed it is perfectly acceptable to give personal opinions if asked but it should be made abundantly clear it is a personal view and not necessarily that of the Board as a whole.

f) BDC felt that the Board should focus on consulting with members more and suggested that communication is where the Board has fallen down thus far. PJB agreed but reminded the Board that consulting with individual bodies, be it members, grounds, counties or regions is timely and often impractical. He suggested moreover that Regional Directors should place more importance on acting as a representative of their respective regions and should use their skills to gain opinions and information prior to meetings, in order to act on behalf of 'the individuals'. It was generally observed that at present members do not seem to have enough confidence or faith in certain of the representatives for their respective regions.

g) TRB proposed that survival would be an appropriate theme for 2009. With membership numbers likely to fall and grounds being down on entry numbers, he asked the Board to suggest some tangible actions to attach to this concept. TWDB suggested that a 'what if' financial analysis model should be built in order to run queries through it, plan how to cope and focus on development and progress for the future. GD reminded the Board that although the financial budget for the coming year is set, there may be a need to draw from reserve funds. He suggested that the economic situation is likely to worsen and the Board would need to be prepared for this. PJB reassured the Board that both he and CP monitor the accounts very closely and are in a position to be able to identify any potential issues at the earliest opportunity.

h) As part of the focus on 'Survival' and in line with the need to focus on what is offered to the average shooter, the Board discussed revising the available membership packages. It was noted that the introduction of the Clubman package increased membership numbers by around 6000. KW suggested that an even more basic and affordable package should be introduced. GD underlined the need to be careful, if this were to happen, not to end up effectively just selling insurance as this what caused the aforementioned problems at BASC. TWDB

felt there must be something else that the CPSA can offer that people will actually need and use and suggested group schemes to try and attract 'Sunday shooters' although CF did not see the value in focussing on this particular group. WAH noted that when members are actually asked what they really want from their membership, they rarely know the answer. KW observed that the Day Ticket is very under advertised. NH explained that grounds do not like it although PJB did highlight that it is an excellent source of revenue for the Association.

10. ANY OTHER BUSINESS

a) An impromptu discussion relating to NATSS occurred. Further to discussions at the previous Board meeting, certain members of the Board felt it would be worth continuing to develop a close relationship with the NSRA and later the two can work with the NRA towards NATSS, when the NRA felt ready. CF and NH felt concerned about the implications for Sport England if two of the three parties were to develop a particular relationship and questioned what the benefits of this would be. PJB gave several examples, including the fact that the NSRA has a building that is currently massively under-used, the CPSA has a prime location to offer, the NSRA is currently in debt... there are many mutual benefits. TWDB explained that he had recently attended a Finance meeting for NATSS where Edward Coviello (NRA) suggested that the NRA's position with regard to NATSS may actually differ from that which was previously discussed. TWDB felt that EC's attitude was very encouraging and he shared ideas at the meeting about ring fencing assets and developing a 'what if' business model, which TWDB thought was very impressive. TWDB then clarified for the Board that he *only* attended the Finance meeting, as planned, and did not participate in any other meetings held at Bisley on that day. NH re stated that the Sport England was only interested in dealing with one body containing all 3 NGB's. She is against the idea of an amalgamation with the NSRA only.

b) During the discussion about the 2009 Objectives, the topic of World Sporting arose. The difference between personal opinions and the decision reached by the Board was discussed as well as the benefits of the change. PJB reminded the Board that decisions such as this can always be revised if appropriate but the full implications of such action should always be very carefully considered first.

c) TRB has been in discussion with CP about potentially moving some of the CPSA savings to a better interest account than where it is currently and also spreading the risk. Concern was raised about putting all the Association's money in just one place. GD advised that it would probably work out best to just leave it where it is. Several options were discussed and CP will explore opportunities.

ACTION: CP

d) TRB asked BDC why he felt it was necessary and appropriate to circulate copies of JA's resignation letter at a recent Regional meeting. BDC explained that when staff leave, members always approach him to find out 'the real reason' as to why they left. BDC felt it was his duty to keep members informed of what happens at HQ. TRB said he found this statement surprising as BDC had something of a reputation for not communicating. TRB believed BDC could have informed members without circulating the letter, which in his opinion contained factual inaccuracies and 'defamatory comments'. TRB stated BDC's actions were 'grossly irresponsible' and an attempt to discredit him. BDC agreed that he did not support TRB as Chairman of the Board and felt this was illustrated by the fact that meetings have been longer and less has been achieved since he had been in post. He also criticised where TRB sat at the Board table – NH saw nothing wrong with where TRB sat at the Board table, pointing out that it was the same position as that adopted by Prime Ministers at the Cabinet table.

e) CF asked how the £12K 'guaranteed' prize money for the World Skeet is being sourced. PJB explained that he agreed to guarantee the prize money and that it would require 400 CPSA members to sign up and 100 shooters from other countries. That revenue, plus the £7K sponsorship from Eley will cover it. PJB reminded the Board that this will be the inaugural event of the ICTSF and as such the CPSA should be central to that. That said the event could be cancelled should there not be enough shooters sign up, so as to alleviate risk to the Association. (PJB stated that the World sporting had cost the CPSA £6000)
NH pointed out that this 'guaranteed' prize money had never been agreed or voted on by the Board. It was presented as a 'fait accompli.'
