

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

**Held at Edmonton House, Bisley Camp, Brookwood,
Woking, Surrey, GU24 0NP**

On Wednesday the 22nd of July 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 G Walker	National Director

GUESTS: (attended part of the meeting)

Mr S Oldman	Operations Manager, CPSA
Mr S Barber	Commercial Manager, CPSA

Ms M Voller	Minutes Secretary
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1. FORMALITIES

TRB opened the meeting at 9.12 am and welcomed all present, especially Marion Voller whom he explained was taking over the role of Minutes Secretary. He also confirmed there were two sets of Minutes to approve from the February and May meetings.

a/1) Minutes of the 24th February meeting

Read and agreed. Proposed by WAH, and seconded by CF. Unanimously approved.

b/1) Matters Arising

None

a/2) Minutes of the 26th May meeting

Because of the long delay in receiving the draft minutes, and the relatively short time span to read and digest same, WAH suggested that everyone took the Minutes away, read thoroughly and then approved them at the next meeting in September. PJB confirmed that it is only draft Minutes which are placed on the website, but some delay is encountered when they are circulated to all the Board members for any amendments/comments prior to this happening. The additional delay this time had occurred because the previous Minutes Secretary had her computer stolen, and had subsequently written what she could recall. TRB stated that normally Minutes are only published, if at all, following approval of draft Minutes. After further discussion, it was agreed that (i) Minutes to be approved at the next Board meeting, and (ii) that the draft Minutes from the Minutes Secretary would only be sent to the Chairman and CEO for verification before distribution to the Board members and posting on the website.

2. BRITISH SHOOTING

PJB reported on events over the previous five months relating to British Shooting. At the February meeting of the British Shooting board everybody who had been involved in the Bisley bid gave a report. The Secretary General of the NRA (Glyn Alger) did not attend this meeting. All present were made aware of the amount of work which had been done including contact with MPs and the House of Lords, but no support had been received from the BOA. The Government, following consideration of KPMG's report, had decided that Bisley was not to be the site for the Olympics. Having received a clear indication from LOCOG and the Government that the Bisley deal was dead; the conclusion was that British Shooting would not expend any further energy on the project although the NRA would do so through their contact with Lord Corbett.

Throughout the following months the lobbying continued, and on the 23rd June there was an all-party meeting in the House of Lords which was also attended by Glyn Alger. Over the following weekend PJB received numerous telephone calls requesting he contact the Guardian, Evening Standard, The Mail on Sunday and Fran Edwards of LOCOG. He then contacted Keith Murray, Secretary of British Shooting and asked for his views. A further discussion took place between them when PJB arrived back in the office. The conclusion was that as they both felt that the attendees' views at the BS meeting was that the Bisley deal was no longer viable, peoples' energies should be placed elsewhere. PJB therefore put a statement together, which was then sent to the Secretary for his input. On receipt of the secretary's modifications, on the 1st July it was sent out with Keith Murray's full approval.

Glyn Alger and others objected to this action as it had not been approved by the British Shooting Board, and on the 21st July an emergency Board meeting was held at which he asked for the resignation of PJB. A vote was held at this point and found in favour of PJB remaining as Chairman. The press release was discussed and it was agreed that a statement must be issued retracting the one dated 1st July, and re-confirming that Bisley is still the preferred option of British Shooting to host the 2012 shooting events. Dartford had previously only been mentioned when it asked for BS to support a planning application for new ranges and a vote was taken to support this. At no time was any vote taken to change support from Bisley to Dartford as a potential Olympic venue.

NH pointed out at this point that at no time has the CPSA Board been asked to change its support from Bisley to Dartford. The CPSA is still supporting the Bisley bid and the statement issued by British Shooting caused confusion amongst the CPSA membership and a lack of confidence in the CPSA Board.

PJB then expanded on alternative venues. Dartford has an advantage in that there will be a legacy, whereas with Barking Reach traps only will be retained with no bricks or mortar legacy. He stated he was also heavily involved with 2010, UK Sport Funding, and OPG (which has been put in place following the redundancy of John Leighton-Dyson as Performance Director).

In reply to a question from WAH, PJB elaborated on the number of quota places available to Great Britain in 2012, and which have still not been agreed. Expected to be 9 but there is a question mark that they may be reduced.

At the Chairman's request PJB then left the meeting.

A discussion followed regarding the involvement of, and the time spent by, the CEO in matters outside of the day-to-day running of Head office. It was felt that issues within the CPSA needed addressing sooner rather than later, particularly as there was a fairly new and inexperienced internal management team at present. TRB stated it was important to remember that the CEO is employed to run the CPSA, and that his involvement with these other organisations has a very intangible benefit to our members. Various views were exchanged including whether the CPSA would continue to be as well informed should the CEO not participate on the Boards/Committees concerned, as well as the potential loss of his knowledge to them.

CF proposed that PJB relinquished his position on British Shooting and BICTSF with immediate effect, and devoted his attention to CPSA affairs to enable a higher profile of the organisation. However, should his knowledge be requested, PJB would give it. GW seconded the proposal.

WAH requested an amendment that PJB be kept on the British Shooting board until the end of the year. BC seconded the amendment.

Voting:	<u>Amendment</u>	For 3	Against 5
	<u>Proposal</u>	For 5	Against 3

TRB then asked KJN if he would consider the now vacant position on the BICTSF board to which he agreed. Voting: unanimous in favour

The meeting adjourned for 20 minutes during which PJB rejoined the meeting.

3. NATTS

TRB opened the discussion by acknowledging there was a diverse range of opinions on the subject. TRB, CF, KJN and PJB had been in attendance at the last meeting when they had perceived that the NSRA and ourselves remained positive regarding the amalgamation, but were less certain of the NRA's commitment. CF felt that having attended the last two meetings, he was not confident that the NRA would commit and felt that Robin Pizer's list of 5 options clearly illustrated it. BC stated that he had not been to a meeting for a long time, but was under the impression that if the NRA pulled out, we could continue with the NSRA for a while at least. GW commented he had not been involved with any of the meetings, and therefore could only present a personal view. WAH thought we should not withdraw from the project without careful thought. After a request from the NATSS co-ordinator to have a reply to the Robin Pizer points circulated, NH had prepared a list of points which she shared with the meeting, some of which were seen as irreconcilable differences at the moment by the NRA (total pooling of all assets) and some points which might work well for the CPSA (i.e. joint insurance) but also several where our cultures were so very different. TWDB admitted he had not been involved in the project lately, but felt it was good for all target groups to continue working together with a common aim. Especially, there is merit in working with the NSRA who are also involved with Olympic sports whereas the NRA is not. However, it would appear that the people who are now involved in the group are frustrating each other. On questioning from NH about his role on the finance sub-committee, TWDB confirmed that there had been a failure to consolidate the finances to date, and a further meeting would be necessary to decide where it will move in the next 2-3 years. KJN felt the CPSA should walk away from the project now.

NH commented on the difference in how the other organisations ran their membership services and operated. In a comparison of these differences, the CPSA came out very well. However, it was when it got down to individuals and how it was felt control would be lost of various things such as assets, that the project started to falter. TWDB stated that in his opinion we could not go to our members with the sketchy information which is available.

PJB pointed out that we needed to sign for the money from Sport England at the end of the month if it was our intention to take this project forward. He could see no positives at the current time as the NSRA and NRA are immovable in their stance over the Games coming to Bisley. NH commented that we are chasing a greatly reduced sum of money than was originally applied for, and after 2012 financial support for sport will probably not be available. She queried who will pay for the Regional hub people who had been appointed as we will be unable to sustain this cost if Government funding is withdrawn. PJB confirmed that Regional hubs are intended to introduce new members to the sport, and would only be employed on a contract whilst the money was available. CF stated that the Sport England bid was null and void if any of the three bodies withdrew. He therefore could not see the point in continuing to waste time on a project that was not going to succeed, but we should instead concentrate on our own organisation.

TRB drew the discussion to a close and asked for a proposal. CF proposed that the CPSA formally withdraw from the NATSS project and Sport England funding. Seconded by KJN. The vote in favour of the motion was unanimous.

The Chairman will contact the Chairmen of the NRA and NSRA, following which a statement will be prepared for our website.

ACTION: TRB

4. WORLD SPORTING 2010

Correspondence received from Michael Hampton Jr, NSCA Director requesting that PJB and the Board reconsidered their decision on the hosting of the 2010 World English Sporting Clays Championship. During the event held in America this year, he had spoken with the English shooters who had attended, and there had been wide support for the event to be staged in England in 2010. He had explained how the current situation had transpired, and that they would wish the tournament to continue as previously as it had been considered a successful partnership.

The alternative being considered was working with either Wes Stanton of Blaze Publication, or Michael and Ben Brunton of Clay Sporting USA to host the 2010 event in England.

PJB advised ICTSC of this approach by NSCA at the recent Council meeting held in Wales. He informed them that the CPSA directors had in principle agreed to it in order to avoid the event being staged by a third party. The Council acknowledged the problems faced by the CPSA, and a suggestion made that it be re-titled an "Inter-Continental Challenge" event. PJB agreed to bring the suggestion back to the Board.

PJB stated that we would not be able to send a funded England team to the USA when the event is held there, but would be prepared to field one when it is held in this country. A funded England team would be fielded when the ICTSF championship is held on a three yearly rotation. Although controversial, the decision had been taken to follow the ICTSF format as it was felt the sport could not be expanded by just going with the USA. NH expressed her concerns that the shooters are not happy with the new format. PJB confirmed that in 2011, if a team travels to the USA it will be self funded, as the team attending the ICTSF event in New Zealand will be funded by us. KJN suggested the event be named the "CPSA World Sporting Challenge" and a sponsor obtained for it. It was agreed that bids for a venue will be extended to Premier Plus grounds, and may include green field sites. PJB will inform NSCA of our agreement to run the event in 2010 and alternate years, and WAH confirmed that an official team (funded) will represent England in 2010, but a self funded team would be required when the event is held in the USA.

ACTION: PJB

5. CEO REPORT

Technical Manager vacancy Three applications had been received, all of whom are CPSA members. Interviews are to be held on the 30th August for two of the applicants, and one is being held earlier because of the applicant's holiday commitment.

ICTSC

Council meeting held in Wales on the 16th July 2009:-

- a) Team sizes for Ladies, Juniors and Vets in ESP, ESK, FITASC, and ABT are to be increased to 3 from 2010 with two scores to count.
- b) A suggestion that Vets age for Home Internationals be revisited and to include Super Vets in all disciplines except OSK and OTR. The Vets age would therefore be from age 55-64 and Super Vets to be 65+.
- c) A suggestion of a reduction in number of the DTL Senior team from 25 to 20 in order that should item (b) be approved, the overall size of team per country remains at 40 (Super Vet team to total 5).
- d) ESP Veteran team size. There are growing numbers in this category, and it was suggested that the team be increased to 5 with 4 scores to count.
- e) Discussion held regarding different methods currently being applied of deciding eligibility for inclusion in Junior, Veteran and Super Veteran categories. Suggestion that all countries adopt the date of 1st January for the identification of eligibility for all future Home International tournaments.

On points (b), (c), (d) and (e), delegates had been requested to return to their Boards for comment and/or approval, for a decision to be made at the November Council meeting. All directors will consider the proposals and decisions will be made at the September Board meeting.

f) Sandbagging. At the World ESP it had been alleged that a member who had dual membership with their NGB and the CPSA had used his home association classification which was lower than ours. A complaint had been received and upheld. Following a debate it was agreed that when anyone joined an Association who did not live within the boundaries of their jurisdiction, the governing body of that jurisdiction would contact any former governing body the individual had belonged to and seek confirmation of any classifications that person had held. Suggestion of an insert on entry form for members to state the classification they hold in each NGB membership. The disciplinary hearing arising out of this situation will involve our solicitor, Laura Saunbury, as the member has involved a legal representative.

g) World Sporting – dealt with under Item 4

h) Home International English Sporting 2010. Because of circumstances beyond its control, SCTA has had to change the venue to Braidwood Sporting Clays.

i) Steel shot. A report is currently being prepared by Cranfield University with surprising initial results on the rebound properties of steel shot. When report is published, the advice currently being issued to grounds where steel shot is still allowed, may need to be revised. John McCormack had attended an ESC meeting, and reported that there are serious problems in Europe in relation to lead and noise pollution. Evidently steel shot on top of lead contaminates worse than either lead or steel shot on its own. PJB will liaise with BASC etc whilst at the Game Fair and report back.

European DTL

PJB announced that he was unable to attend the European DTL in France from the 22-23 August. It was a very unfortunate occurrence, but one which he could not avoid. He asked for a volunteer from amongst the Board members, but none are able to do so because of prior commitments and the relatively short notice. PJB to ask John Perry if he is able to stand in on this occasion.

ACTION: PJB

6. MANAGEMENT TEAM UPDATES

a) Finance – Connie Pierre

As CP was not available for the meeting, PJB enquired if there were any questions arising from the financial reports for May and June which had been enclosed in the Board pack. No questions were asked.

b) Operations – Stuart Oldman

i) Data Protection Act Following a discussion with the regulators of the Data Protection Act, SO confirmed that the CPSA cannot provide any information relating to members without their specific approval. Until recently telephone numbers or e-mail addresses had been given out, but this practice had now ceased. BC commented that it will prove to be problematical for Team Managers and County Secretaries who need on occasion to contact members of their County teams. SO said any such queries could be forwarded to the member via Head Office. A form is going out with this month's PULL magazine for members to complete which will allow them to agree what information, if any, they are willing to share with others. When the form is received back in the office, it will be recorded accordingly. SO confirmed that it will be an "opt in" system, rather than an "opt out".

ii) Championships. Reported it was his first year of Championship involvement, and at present half way through the season. To date they have run extremely well. Entries for the World Skeet are disappointingly down at 98, and entries also down for the BO ESP.

iii) Team building/morale. SO stated that he had found the team at Head Office a good one to

work with, but it was not as good as it had been as a result of recent comments on the Claysporting website. TRB commented that he had been present at the DTL weekend at Southern Counties in June, and the team attending from Head Office had worked extremely hard and had done a very good job. Following an exchange of views, the general feeling of the meeting was that it would be counterproductive for the Board to comment on specific website entries, particularly as, on this occasion the comments had come from one member only, and there was a need to put this occurrence into perspective. SO concluded his presentation with a slide illustrating staff members' views on the website's content.

c) Commercial – Simon Barber

SB introduced himself and gave a brief resume of this career prior to joining the CPSA

i) Events. His first attendance would be at the CLA Game Fair later in the week. Preparations are going smoothly for this including the newly introduced Champion of Champions event sponsored by Land Rover. Members will also have the opportunity to visit the clay line to try and see the new Purdey gun.

The Eley World Skeet is being held at Doveridge from the 6-9 August. Entries currently at just under 100 and the reason for this is believed to be two fold, (a) the format as it is being held over 3 days, and (b) the economic climate. It is hoped that there will be some last minute interest from trade stands. All skeet shooters and clubs have been e-mailed, and entry forms have been included in the last two issues of PULL. It is anticipated that we will receive some late entries.

ii) Member benefits He is currently working with other associations/companies to enhance member benefits. Very tangible type benefits proved successful when he worked for the Automobile Association, and he was prominent in introducing the voucher books which gave members perceived value. There is a need to work harder to keep our current members, and harder still to recruit new ones and this is an area where he will be focussing his attention.

iii) PULL magazine Also reviewing research already out, with an intention to refine the magazine and bring it into line with what the members want. He is of the opinion that after comparing the quality of the paper, reproduction of photographs and the print quality with other shooting magazines, there are areas which could be improved. To this end, he will be meeting with Deesons to see how it can be achieved without incurring additional costs. He would also like to see articles written by the CPSA included in other magazines such as Country Life (which has an affinity to us) as it is believed it would be beneficial to our market image. Also is very keen to ensure that everything which is sent out by the CPSA is instantly recognisable. All stationery carries the new logo, and the building will be re-branded in the near future.

TRB commented he was sure he spoke for the whole Board when he said he was encouraged by SB's approach and obvious professionalism and he looked forward to the positive results he was sure would follow.

7. CORRESPONDENCE

a) Coniston

CF and BDC had visited the club and been through the list of various checks. They found the club very accommodating and superbly run. It is a stunning place with hard standing, easy accessibility, good toilet facilities, and internet access. The access to the club is via a hotel, and in their opinion it certainly met the criteria for Premier Plus. It was therefore agreed that this be approved, and the club added to the Championship rota. However, it will be 3-4 years before they are awarded a major event, but a signature shoot could be held there earlier. WAH would like to present them with the appropriate wall plaque PJB to obtain prices from Coventry Silvercraft for (i) plaque with old logo for which template already exists, and (ii) plaque with new logo which will require a new template.

ACTION: PJB

b) ICPSA/CPSA Membership

Following the last Board meeting correspondence between JM and TRB had continued to be exchanged through to early June but no further correspondence had been received since that date.

c) May Board meeting minutes

E-mail reply to John Birch (81982) from TRB on the same day that his query was received regarding the delayed Minutes from the May Board meeting.

d) NSCA

Correspondence received from Michael Hampton Jr, NSCA Director re World English Sporting Championship in 2010. Already dealt with under item 4

e) CSM Consultants

Letter received from Stewart Meinert (CSM Consultants) following termination of his contract. He claims that under clauses 4.1 and 4.5 of his contract he is entitled to a fixed fee of £19,100 per annum increased on 1.1.09 by the Retail Price Index. It had been agreed that the fee was to be paid in 12 equal monthly payments. He also claimed that should the Consultants be dismissed from the project for any reason by the CPSA, the outstanding balance of the annual fee will become payable regardless of the progress of the work in hand. The balance outstanding totals £6,424.56 being the sum of the payments due for the 4 months of September to December 2009.

TRB requested sight of the contract, but PJB was unable to locate this in the absence of Connie Pierre as it is secured in a locked filing cabinet in her office with no key available. It was therefore agreed that a copy of CSM's letter and contract be sent to Laura Saunbury on CP's return.

ACTION: PJB

PJB confirmed that Stewart Meinert does not possess any CPSA property, and work on Booklet 6 (Shotguns & the Law) could be undertaken to fill out the remainder of the year.

f) Reciprocal arrangements with NSSA

PJB confirmed that following an e-mail from Martin Blandford and Peter Usher, communication had been received from Don Snyder of NSSA confirming that there was no reciprocal agreement between themselves and the CPSA. This is contrary to the long held belief at the CPSA and as outlined in Booklet 5. It was agreed that as we are now aware this arrangement does not apply, the booklet and website should be amended accordingly.

ACTION: PJB

g) England team selection shoot – ESK

Numerous correspondences had been received relating to the event at EYGC on the 10th May. Various options were discussed as to what action the Board should take and any sanction/s that could be implemented including downgrading them from Premier status to Registered only.

Note: Subsequent to the Board Meeting it was decided to implement the £3 per entrant penalty as allowed for in the contract signed by EYGC.

h) Lead & Noise Abatement Group

For information only

i) FITASC – Ordinary General Assembly & International Championships

Advisory only

j) Safety Officer Re-qualification literature

For information only

k) Sussex Game Fair

Letter received from Richard Weller, SE representative for Greater London County following his attendance at the Sussex Game Fair, and disappointment that there was no CPSA representation. He suggested that suitably qualified Regional and County representatives would be ideally suited for this role, and a discussion followed on how the Counties could be encouraged and reimbursed for their involvement in recruiting. It was agreed that the subject would be readdressed later in the year, and in the meantime Simon Barber (Commercial Manager) would be asked to investigate the viability of this and make any recommendations.

ACTION: Simon Barber

l) Malcolm Martin

Letter acknowledged

m) **Linda Pearson**

Letter acknowledged relating to Linda's request to now shoot for Scotland. Matter dealt with and approved at ICTSC meeting held in Wales at DTL H/I.

n) **Guns Up CPC**

Invite received from Club for the CPSA to attend one of their informal meetings. GW agreed to attend on Wednesday 9th September, and suggested a member of the Sussex County Committee attend with him.

o) **Canterbury Release system – ESK selection shoots**

These had been very well received by the shooters taking part in the selection shoot recently held at Doveridge. To be adopted for CPSA ESK events from 2011 (compulsory).

p) **Revision to Booklet 7**

Revision of the STR Rule 6.14 (shoot off) and clarification re DTL traps to be put for adoption next year after the relevant sub-Committees have reviewed.

q) **BASC/CPSA Shotgun Coaching meeting**

For information only

s) **BSSC Quarterly report**

For information only

t) **Academy**

Request received from John Harradine to discuss the way forward for the Academy coaching.

u) **BO & H/I Trophies**

Letter received from I. Ainsley regarding the retention of trophies following the BO and H/I recently held in Wales. PJB confirmed that the trophies do not belong to the CPSA but to the ICTSC, and it was their policy that the trophies were retained for safe keeping at CPSA HQ

ACTION: TRB to reply

8. REGIONAL REPORTS

East Midlands BDC reported on the meeting held on 6th July:

(i) John Taylor, who looks after the IT systems for Sporting, is still experiencing problems with the Shoot08 programme. It was suggested that he make contact with Peter Tomlin and discuss.

(ii) PULL magazine. Number of pages discussed, and it was queried whether it was possible to have more pages in the summer when there is more to report, and cut back on size in the winter.

(iii) The Region has designed a new Regional and County Championship application form for grounds, and has placed it on their website. Other Regions/Counties are welcome to adapt it to their own requirements if they so wish.

West Midlands CF reported on their last meeting:

(i) Intercounty and Regional shoots, and team numbers were discussed.

(ii) PULL magazine – it was reported that not everything that is submitted to Deesons is being published. It was hoped that following their attendance at the last Board meeting, this concern had been addressed.

(iii) Concerns were expressed that a recent ground inspection by Mike Williams had not been entirely full and thorough. Martin Blandford of Gloucester Clay Shooting Club echoed the comments.

(iv) Discussion regarding present position of NATSS, and the involvement of GBTSF Ltd (now British Shooting).

(v) Still unable to upload Regional information on to the CPSA website. The details are fed in and then disappear when "update" button pressed. The same problem apparently applies to individual Counties as well as Region.

AOB

a) John Hall-Say

Further correspondence received in June which TRB had replied to. On receipt of same, Mr. Hall-Say had made further contact with TRB by telephone. PJB and TRB have written independently stating that unless Mr. Hall-Say has some new information to impart then the matter is regarded as closed.

b) England ESK team

WAH had discussed the selection procedure for the England ESK team with Joe Kitson. The England DTL team are picked on one selection event and the Dougall, whereas the ESK team are picked over two selection events. At the first ESK selection event this year 90 shooters had attended with approximately 70 for the second event. It was queried whether it was feasible for ESK to adopt the same selection procedure as DTL

PJB pointed out at that the DTL selection procedures all shooters compete on the same days and with the same weather conditions. However, the EO ESK is held over 3 consecutive days during which the weather conditions might change, and some shooters could be adversely penalised. The decision of the Board was for the format to remain as it is.

The meeting closed at 3.50 pm