



OutdoorLads Annual General Meeting 2016 – Draft Minutes

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## **OutdoorLads 2016, Annual General Meeting**

### **DRAFT MINUTES**

**Date:** Saturday 1<sup>st</sup> October 2016

**Location:** Renaissance Manchester City Centre Hotel  
Blackfriars St  
Manchester  
M3 2EQ

**Opened:** 14:00  
**Closed:** 15:50

## Welcome

Peter Walter opened the meeting and thanked everyone for attending. Special thanks were offered to Dave Lawrence for his work as a Trustees this year.

## Apologies

Roger Jones & Phillip Jemmison.

## Minutes of the last AGM

There were no matters arising from the last AGM Minutes and these were proposed as a full and frank account of that meeting by Adam Harvey, seconded by Rob Brookes and approved as presented by a show of hands with none against and 1 abstention.

## Review of the year

Peter Walter addressed the attendees and started by highlighting the values at the core of OutdoorLads; Friendly & Welcoming, Fun, Professional, and Adventurous and went on to give an overview of the organisation's progress since the last AGM:

- We grew paid membership nearly 50%
- We delivered 1,092 events, with increased diversity.
- But our leadership pool did not grow.
- We are run much more effectively and efficiently.
- We took measures to keep overheads down.
- We drew on reserves but are back to profit now.
- Web development continued.
- We launched the Foundation.
- We rewarded our leaders.
- We won funding.

PW went on to give a breakdown; the number of paid members was 1540 (up 501 on the previous year) the number of Events were up with the biggest jump in indoor climbing and bouldering events and the number of leaders was down just slightly from 192 to 187.

MT then went on to highlight why we are needed.

- Gay or bi guys are 2-3 times more likely to have long standing psychological or emotional problems than their straight counterparts.<sup>1</sup>
- 50% of gay and bi men said they have felt life was not worth living compared to 17% of men in general.<sup>2</sup>
- Suicide attempts among gay men are nearly eight times more common than among men in general.<sup>2</sup>

Sources: <sup>1</sup> – Cambridge University, <sup>2</sup> – Stonewall

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MT explained that the purpose of the charity was supporting the mental and physical wellbeing of gay, bi and trans guy throughout the UK. Our events provide a safe environment for individuals, there are no stakeholders, profit goes back into the group. We have a charitable aim, we can claim VAT back and can access funds and we have a board of trustees and you the members delegate the responsibility to the board. We also reevaluate our charitable aims each year.

Our success so far:

- 91% our events are Friendly and Welcoming
- 85% of our members have made new friends
- 72% feel more part of a community
- 61% feel less isolated
- 80% feel proud to be a member
- 77% say OutdoorLads provides positive role models for gay men
- 64% feel more positive about the future
- 52% are fitter
- 92% have tried new things with OutdoorLads

Source: Annual Members Survey August 2016

### Foundation

MT then went on to talk about the Foundation;

- The project was launched in February 2016
- It was started with a £1000 donation from the Kendall to Barrow Walk
- Aims-
  - Providing financial support to current/potential members who might not be able to engage with the group.
  - Extend to other GBT groups and charities.
  - Promote through health services.
- Succeeded in providing some financial support to current members.
- We've built a sizable fund to start future work with £6000.
- Moving to the next stage.

### Questions

*A question was asked about how many people had benefitted so far with support?*

MT explained that 12 individuals had received some type of financial support

*A second question was raised about whether we had a cap on the amount that could be claimed?*

MT explained the process for individuals to get in touch through the foundation in confidence and the claim was assessed solely by himself and Simon and currently hadn't had any concerns in assessing on a need by need basis, obviously as we get more claims for support we would be able to build guidelines for amounts.

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PW thanked Mark Phifer for making the Keswick to Barrow walk happen and asked if he wanted to say anything about it, MP thanked Danny McKeown and Martin Watkins this year and Danny McKeown again and Gary Hughes last year as he couldn't have made it happen without them.

*Gary Hughes asked how we were going to replenish the funds in the foundation?*

MT mentioned that the evenings 10<sup>th</sup> Birthday Celebration event was aimed at raising money for the OutdoorLads Foundation, and we would also continue other fundraising activities through the year. We also purchased a grant funding database and we could look at putting in bids for replenishment or a 10% of profits from certain events. We want ensure we continue to deliver £5-6k a year.

*Jerry Bateman asked that the Annual Survey stated that 80% feel proud to be part of OutdoorLads what about the 20% that don't?*

PW explained that 20% is also made up of a large proportion of those who neither agree nor disagree with that statement, and felt it was important to keep that option to show clarity and consistency in comparing with the 5 years of previous data we have.

*Stephen Barkby asked if the survey highlighted any improvements for OutdoorLads?*

PW explained that we had about 150 individual answers for what members would like to improve, mainly around the website, and an app, cheaper events, and more events near them - all things that are on our radar.

*Rob Brookes asked is there a plan to build transparent criteria for funding?*

MT explained that he works at a university and how they work with funding applications is with balance. We need applicants to provide some data to justify it but keep it loose enough to not be so intrusive into their life that they don't apply, and this will continue to develop as we see more applications.

*Johnny Williams asked is the discount for concessions included in the 12 members.*

MT explained that yes the concessions discount for weekend camping and hostel events is included in that 12.

*Fergus Brunning asked whether they could claim for any event?*

MT explained it could cover a range of things such as train fairs to events, the cost of events, or equipment.

*Fergus Brunning asked if there was currently any info regarding this on the website?*

MT explained that we have a page of information about the Foundation but this is not mentioned on the event pages themselves.

*Georges Deval asked if we were bringing any awareness to Mental Health charities?*

MT explained that he had done some work with SurvivorsUK a male rape and sexual abuse charity and we would be looking at support individuals from such charities.

PW thanked MT and gave a big thanks to those that have helped make it happen.

Alastair Warner was introduced to give the Financial review;

## Accounts

Alastair Warner went through the finances for financial year April 2016- March 2016; AW explained that we had reduce reserves by £18,055 last year and explained the reasons why;

- Our reserves were above target
- Staffing – had 3 members of staff
- Premises – physical office and large storage unit
- Reduced income from big events – Lower numbers at BIG Spring Camp & no bar at Northern Xmas
- Depreciation – costs have gone up and the website is treated as an asset
- Membership special offer – half price first year but has boosted retention.

He stressed that this draw on our reserves was a one off and that we were currently forecasting a health contribution this financial year.

Total Income was £220,209, with £187,979 from Events and £31,076 from Membership. Total Direct Costs came in at £134,314 and Total Overheads came in at £103,950.

## Looking Forward to 2016/17

- On track to make a healthy contribution to our reserves
- Growing membership (on Direct Debit)
- More stable event income
- More successful and sustainable BIG events programme
- Lower overheads
- Grants

AW Thanked everyone

## Questions

*A question had come in about Trustee expenses and why it had gone up from £2k to £8k?*

AW explained that the trustee's expenses had gone up from £1,911 to £8,066 because of a change in the accounting procedures and this would also include any expenses for trustee's if they ran an event, so if a trustee ran one of the BIG events for example all of the expenses associated with that would show in this figure.

*David Fletcher asked if we could minimize transaction costs by having a prepaid account we could load up for the year and then spend from there?*

SP explained that we currently use SagePay which ties into our accounting software, and Sage charges a %, 2.3% + 20p / transaction, we are currently tied in due to some of the limitations of the current website also.

*George Deval asked what consisted Leader training and how does the amount spent compare to what we have spent in the previous year?*

MT explained that it covered First Aid training, Mountain Leader Training, Food Safety and AW confirmed that in that financial year we had spent £1,031 compared to £1,300 in the previous financial year.

*Colin Ferrie asked if we could look at adding the option to donate to the Foundation when making a booking?*

PW thought it was a great idea and something we could look at when developing the new website proposal, PW also explained we already have the text to donate option too.

*Jonathan Brookes asked whether we were in a position to claim Gift Aid?*

AW explained that we had unfortunately received conflicting advice and would welcome and advice/support from anyone who might know of anyone who could guide us on this.

*Stephen Barkby asked whether we were still receiving commission through the gift shop?*

PW explained that yes we were and Damon Creed had recently updated some of the designs of the products and we recently had our biggest ever commission from the shop and would encourage members to see some of the great quality stuff that is on there.

*Colin Ferrie asked that we continue to make a push about the members benefits such as with Cotswolds as this can be quite a big saving, and is there any way we can see how much this equates too?*

PW Agreed and said that this is something we would have to ask Cotswold Outdoors for and thanked Colin for his suggestion.

### **Approval of Accounts**

The approval of the Accounts was proposed by David Tanser and seconded by Rob Mitchell as approved and passed as presented by a show of hands with none against and no abstentions.

### **Motion to Appoint the Auditors**

The approval of the reappointment of the Auditors 'Beevers & Struthers' was proposed by Gary Hughes and seconded as by John Marsh and passed as approved by a show of hands with none against and no abstentions.

### **Reappoint Trustee's**

Matt Tennant gave his manifesto as to why he would like to continue in a role as trustee.

MT explained that he has thoroughly enjoyed being a trustee and would like to have the opportunity to remain on the board for another 3 years. He would like to focus more of his time on developing the OutdoorLads Foundation, developing the skills of our Leaders and developing more events and keeping on top of Governance- i.e. policy and procedures, legal and compliant and help keep the charity robust.

Will Forshaw briefly explained that his 3 years on the board previously had been quite task focused around what needed to be done as opposed to what he wanted to invest his time in and hopefully if he is reelected with the help of SP and NK would like to concentrate on BIG Events, and develop NK's work with MT on the Foundation and develop the robust nature of the office working environment.

Mark House proposed MT be re-elected to the board and this was seconded by Andrew Birchall, and this was approved by a show of hands with none against and no abstentions.

Thomas Haywood proposed WF be re-elected to the board of and this was seconded by John Cornley, and this was approved by a show of hands with none against and no abstentions.

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PW welcomed them both back to the board.

PW outlined the priorities of the board going forward.

### **The Future**

- Develop the OutdoorLads Foundation to broaden our ability to deliver charitable aims.
- Grow volunteer base to deliver more events.
- Develop fundraising.
- Continue web development.

### **Questions**

*Mark Phifer asked how are you going to enroll new leaders?*

CO any ideas around this from current leaders would be welcome as we do have a decent number of leaders but any suggestions around engaging the leaders who may not want to do that much would be greatly appreciated and also look at developing new leaders and is a great way to give back so if anyone is interested please come and see any of the regional coordinators.

PW summed up where we are:

### **In our 10<sup>th</sup> Year we are;**

- Bigger
- Better run
- More resilient
- More focused on charitable aims
- More financially stable
- More joyful

PW explained that joyful is perhaps a word that is personal to him and the last 12 months has been more fun and enjoyable and has left him feeling more joyful, and it feels quite significant that on our 10<sup>th</sup> birthday we are in such a great place and NK mentioned yesterday about daring to dream of what the future will be.

PW thanked the following:

Dave Lawrence who is stepping down from the board after being on the board for 6 years, and during which he was also Chairman of the board.

Adam Harvey who has been coordinating the climbing for 7 years and all its development.

Andy Martin who isn't here but has lead and coordinated the huge South East Walking region and coached and trained so many leaders so huge thank you to him he has been like an engine room.

Thanks also Danny and Neil who have helped put together the raffle and the prizes along with the event tonight.

PW also thanked his trustee colleagues from the last year and on our 10<sup>th</sup> year would also like to thank past trustee's and past colleagues, coordinators and leaders who without their hard work we wouldn't be where we are today.

And finally PW's biggest thank you was to our 'talented, dedicated, passionate and genuinely brilliant staff team', to Simon and Nas thank you and I think a lot of the positives we have been able to speak about today have been down to their hard work.

## AOB

*Adam Harvey raised a point that we hadn't approved last year's minutes.*

Adam Harvey approved last year's minutes as a full and frank account of the meeting, and this was seconded by Rob Brookes, and this was approved by a show of hands with the majority in favour, none against and 1 abstention.

*Jerry Bateman raised a point that not everyone could commit to being a Leader but want to help in some way and wondered if there was something else he could do?*

MT pointed out that people often contribute to events without even knowing it, such as by befriending a new member or helping out in the kitchen, and there certainly could be room to look at creating local buddy system to support new members.

PW also noted that being part of any event you are contributing and we already have Social Leader who run miscellaneous events to allow people to catch up with each other and find out a bit more about what OutdoorLads is about and events that are coming up.

*Ian Evans ask whether we had considered asking for donations from within their wills.*

AW said we will look into this further and see how we could make it happen.

*Adam Harvey asked if we could see how many Leaders had recouped their Leaders Credits against events vrs the amount that had been originally issued.*

WF explained this not a figure we currently have but it is something we can look into and report back. Many leaders also do not wish to claim their leader credits some don't event claim expense as they just get pleasure out of running the events.

*Andy Renshaw asked about the 3<sup>rd</sup> iteration of the website and whether it would be looking to fix some of the major problems like members not moving up from the waiting list to the attending list?*

PW explained that the 3<sup>rd</sup> iteration would be brand new code and not just updating bits of the current website, there may be some minor upgrades in the short term around the current creating a profile and login stages. The attendance issue is a bit of a house of cards and experience has already shown that if you start changing things around it can cause more problems elsewhere!

*George Deval asked if we will be developing a mobile app?*

PW explained we would hope to develop it in line with the next website code.



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*Jeff Buck asked if the board would be opening up discussion for suggestions for improvement to the website?*

PW explained that we have started to go right back to basics with regards to the spec and we are making sure we get it down to what the website needs to do before we complicate it with what we would like it to do.

AW just asked again that if anyone has any expertise or knows of anyone who can support with Gift Aid or will donations to please get in touch.

*David Zerk asked whether the costing of the website would be similar to how much it cost last time as it was quite expensive.*

PW explained that the website is the engine room of the organization and the project team is being supported by 2 external people with expertise in the area who are helping move us forward.

*Colin Ferrie suggested that for the new website we look at linking people better up for transport arrangements as this can still prove difficult for those who aren't driving.*

PW agreed that we would consider this for the new website.

*Mark Phifer asked about the time line for the new website?*

PW said it would be a timely process and would easily take 12-18 months from when we start developing the code.

*Johnny Williams asked about the under representation of Black and Ethnic minority groups in the organisation.*

MT hopes that that an aspect of the foundation could be to work with other gay charities that may support black and ethnic minority groups to take part in OutdoorLads. He also welcomed anyone who may associate with being black or from an ethnic minority group to represent and come forward to help or join the board.

CO also sked that we look at diversity in all its aspects including social inclusion, and although predominantly we may be a white, middle class environment but the foundation is now trying to make the outdoors accessible and would welcome those in this room who may be able to help support make this happen.

*Steven Hyde asked about training and support with people from different social needs?*

NK spoke about making use of the website as an information point for identifying social needs such as being introverted or suffering from anxiety and making that info available to support leaders and members alike. This will also be paramount to our plans to develop our outreach work with other charities and we want to make our charitable aims solid and robust.

*Paul Causer asked about age profile and has it been monitored over the last 10 years, and if it is getting older what are we doing to encourage younger members.]*

PW yes the age is creeping up we do have a diversity of 18-82 and part of the foundation is hopefully going to help with this.

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MT also mentioned bouldering and climbing being a great introduction to many younger members coming through to the organization and then trying other activities.

*Steve Sorrell asked about ambassadors for the organization who could go around and discuss who we are and what we do with other organization and at fresher's fairs etc could prove very helpful. PW made a note of his suggestions.*

DL just wanted to take a minute to thank PW for all the work that he does as part of the board to make things happen.

PW presented the closing video and closed the meeting at 15:50.



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