



Minutes of AGM of the UKBJJA

Time: 14:30

Date: 5 October 2019

Location: National Indoor Athletics Centre Cardiff

Directors Present:

Richard Martin (Chairman)

James McIntyre (Scotland Director)

Dave Coles (Secretary)

Neil Williams (Wales Director)

Others in attendance:

Mike Williams (CEO)

Marcello Coppa (Head Referee)

Christina Lamont

Gemma Kane (Women's Committee and Social Media Officer)

Gina Hopkins (Disability Officer)

Chris Hopkins

Meeting Chair: Richard Martin

Minutes Secretary: Mike Williams

Apologies for absence: Lawrence Selby, Rodrigo Souza, Francis Lambert

AGENDA

1. Previous AGM minutes
2. CEO report
3. Sport England Recognition
4. Overall strategy and role of the UKBJJA
5. Role of the council and oversight committee
6. Club membership changes
7. UKBJJA tournament strategy for 2020 (International Open, Ranked Tournaments, Kids Leagues, University League)
8. Junior Development
9. Increasing female participation
10. Disability / Para Jiu Jitsu
11. A.O.B.



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Proceedings

With four directors present, the meeting was declared Quorate

0. Welcome by the Chair

1. Minutes from the Previous Meeting

These were approved unanimously without change and signed by Richard Martin.

2. CEO Report

Mike Williams presented updates on financial performance and membership (see appendix)

2.1 Membership

Individual Membership is up 20% year on year

Club Membership is up 5%

Very strong membership increases in Scotland and Wales (with both regions having more than doubled membership), thanks to International Open and Junior Development days. The ratio of Juniors to Adults has increased slightly as has the ratio of Female to Male members.

2.2 Financial position:

Last set of accounts filed with Companies House: 30 April 2017

Financial report to be circulated once Rodrigo Souza has had chance to review, prior to submitting to accountant.

Cash at bank (4 Oct): £42.5k

Ytd Revenue 1/5/2019 – 4/10/2019: £43.2k

Ytd Revenue 1/5/2018 – 4/10/2018: £22.1k

Revenue 2017/18 financial year: £85.5k

3 Sport England Update

Sport England asked for clarification on some additional points in August 2019. These were around a) UKCC accredited coaching b) tie ups with international federations and c) competition structure. These were addressed in a formal response from the Chairman in August 2019. The three issues were debated in turn. On (a) the Chairman explained that we had made contact with a potential provider with a view to rolling out an accredited coaching programme in 2020. This would focus purely on coaching as a skill set and not on BJJ-specific technical issues. On (b) the Chairman explained that dialogue had been established in the past with the IBJJF and UAEJJF but that their focus and priorities were very different from those of the Association. The door to future dialogue remained open. With regard to (c) the Chairman felt that we had done enough to satisfy SE requirements, with a very full calendar of events.



The application itself is still pending and we are awaiting an update from SE.
ACTION: roll out coaching programme from Jan 2020

4 Overall strategy and role of the UKBJJA

An open debate on the role and function of the Association. The consensus from the floor was that tournament organisation was incidental to the activities of the Association and that the main focus should continue to be governance and oversight of clubs and the development of grass roots jiu jitsu, e.g. via Junior Development days. There was no call for additional adult/master competitions – instead the debate focused on how to increase the number of Junior Development Days and Kids’ League events.

Also a discussion on the need for a clear disciplinary policy and social media policy that members and member clubs would be asked to abide by.

ACTIONS:

Roll out monthly JDDs in 2020, rotating through home nations. Set up working group to support Jimmy Johnstone

Re-establish Kid’s Leagues in England and Northern Ireland (Scotland and Wales already happening).

JDDs and KLs to be subsidised by the Association

Establish development pathway for juniors who succeed at a local level.

Publish new policies where needed

5 Role of the Council

It was proposed that the function of the Council be amended so that (elected) Council members function as an arms length oversight committee to scrutinise Board of Director decisions. The intention is to provide more democratic oversight and more active involvement by Council members. The council would be able to call in decisions by the BoD and ask the BoD to reconsider (executive control would remain with the BoD)

ACTION: publish decision making process and notify council members

6 Club membership changes

The CEO is working on a new club membership structure to make it easier for Clubs to ensure all their students are UKBJJA members (and therefore insured). The Constitution does not allow us to increase membership prices without support of the membership, so the basic £50 membership tier would remain in place. We are looking at adding additional membership tiers above this and currently looking at pricing models and workflow via Smoothcomp. The key objectives are value for money for member clubs; ease of use for member clubs; minimal financial risk to the Association. In addition to the pricing, there are a number of changes that need to be made to the Smoothcomp platform to allow this. We are in currently discussion with the Smoothcomp development team.

ACTION: CEO to ask Rodrigo Souza (Finance Director) to help risk assess any new pricing models, with a view to rolling out in 2020

7 Tournament Structure

Discussion around International Open. Consensus that it was important to retain the International Open as a flagship elite level competition. Proposal to run the IO in England next

year and Northern Ireland in 2021. Majority of those present favoured London as a venue. It was felt that a working group was needed to deliver the project.

General discussion around the over-saturation of BJJ competitions in the UK and also the high number of ranking events. Proposal to streamline the number of ranking events in 2020. From 2020 all potential ranking events will have to use Smoothcomp and the Smoothcomp templates provided by the Association. There was a proposal that we could offer 'UKBJJA Approved' status to non-ranking events that otherwise met the criteria.

Also a discussion around the University Leagues and the need for a succession plan for Tim Carden, who is leaving in 2020. A vote of thanks was given to Tim Carden and Ellie Ohajah for their hard work.

ACTIONS:

Publish new ranking criteria/templates and contact existing ranking tournament organisers to explain changes

Set up working group for University League

Set up working group for IO and agree date/venue

8 Junior Development

Two highly successful Junior Development Days were run in Wales in 2019. These were free to attend for UKBJJA members and gave kids the chance to train with a variety of black belt and elite coaches in a non-political, non-competitive environment. They were extremely well received by kids and parents and contributed significantly to the membership increase in Wales. A vote of thanks was given to Jimmy Johnstone (Junior Development Officer), to Neil Williams and to all the coaching staff who made the two JDDs in 2019 such a success. Intention to roll these out on a monthly or bi-monthly basis in 2020, rotating through the home nations.

ACTIONS:

Set up working group to support Jimmy Johnstone

Establish fund/budget to pay coaching staff expenses

9 Increasing Female Participation

A general debate on female participation (with thanks to contributions by Gemma Kane, representing the Women's Committee). Proposal to do more via social media to highlight the positive benefits of Jiu Jitsu, using ambassadors. GK had also circulated a Scottish govt. consultation into female participation in sport and was hoping to keep dialogue going. Debate followed about harassment and inappropriate behaviour in gyms and online – something that sadly appears to be widespread. Association needs to take the lead in stamping out all forms of harassment. Members need a clear point of contact and to know that any concerns will be listened to and actioned.

ACTIONS

Publish disciplinary policy and harassment policy publish sanctions for those found in breach
Add 'report concerns' feature to website – a simple route for members to report potential issues, with clear route for escalation if needed

Association to take lead in communicating that harassment and other unacceptable behaviour will not be tolerated

10 Disability / Para Jiu Jitsu

With thanks to contributions by Gina Hopkins (Disability Officer). General discussion around terminology (Para more common term in US, Disability possibly more common in UK, but some negative connotations).



Highlight of recent issues where disabled athletes have been turned away from clubs. Clubs/coaches potentially in breach of Equalities Act. Much more work needed to educate member clubs about their obligations and to support them in their coaching. GH to provide online resources, including information and downloadable Physical Activity Readiness Questionnaire (PAR Q). UKBJJA also to subsidise face to face training sessions via GH. Also discussion on whether there was room for para divisions at UKBJJA ranked tournaments. GK reported that UK several years behind US in terms of Para JJ. Proposal to run Para divisions at IO in 2020. Dickie Martin offered to open up English Open for a para division or superfight(s) to help publicise para JJ

12 AOB

There being no other business the meeting was concluded at 16:30



APPENDIX – CEO REPORT

CEO Report

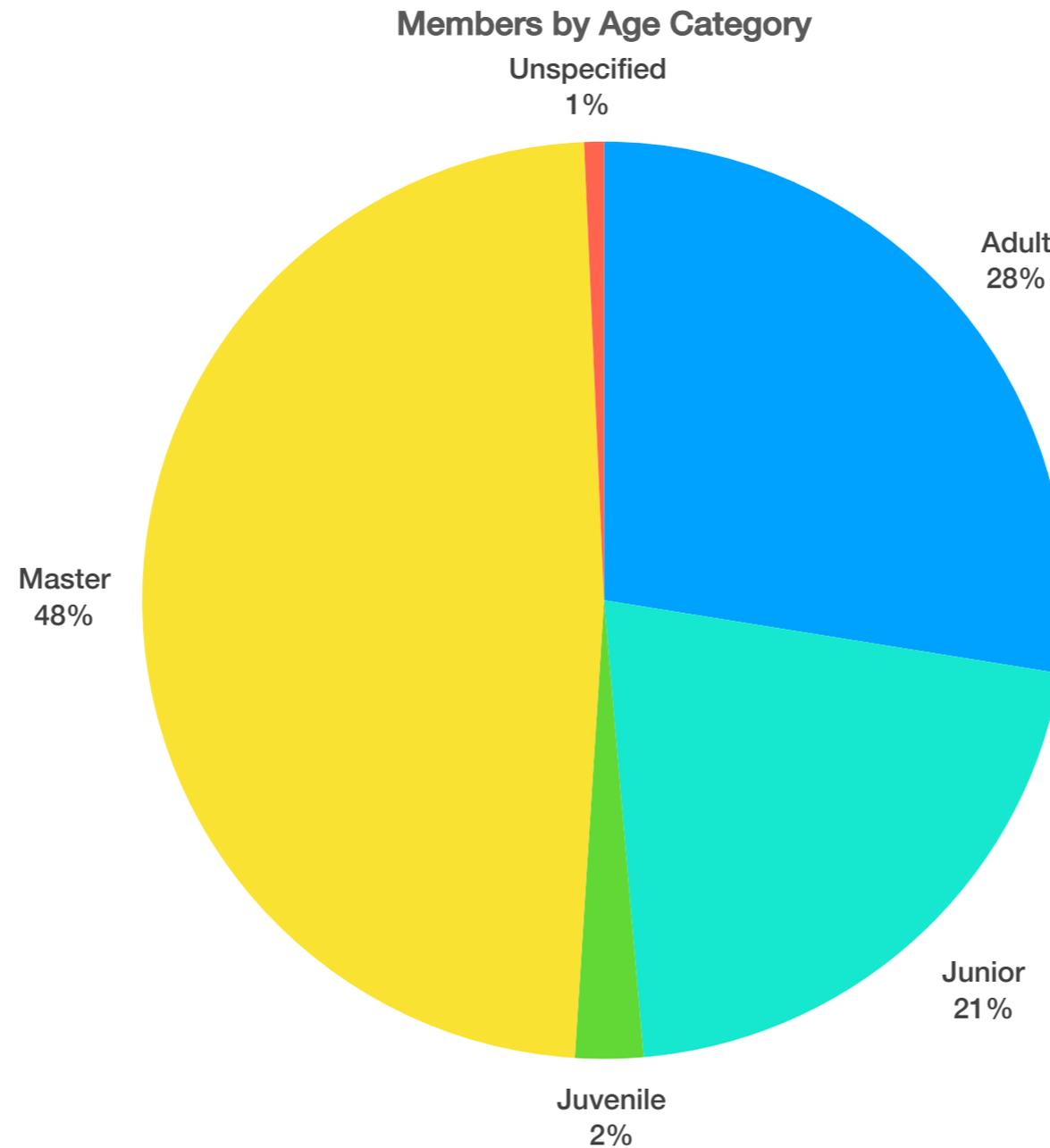
for UKBJJA AGM 6 October, 2019

Membership

(@ 30 September 2018)

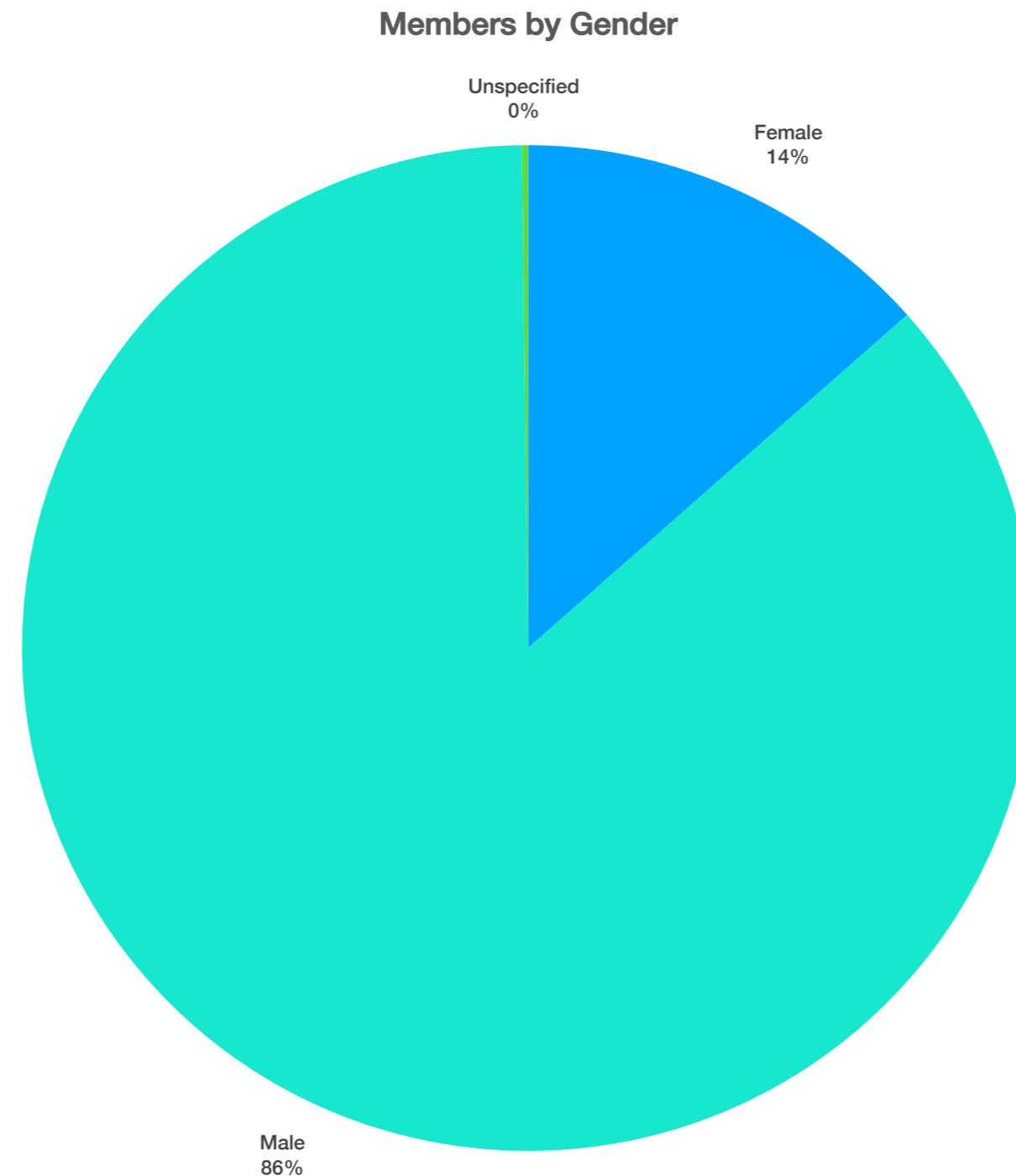
	@30 Sep 19	% change	@30 Sep 18	% change	@20 Oct 17	% change	@20 Oct 16
Individual Members	4207	+20%	3506	+17%	3009	+104%	1475
Clubs	260	+5%	245	+27%	193	+46%	132

Membership by age



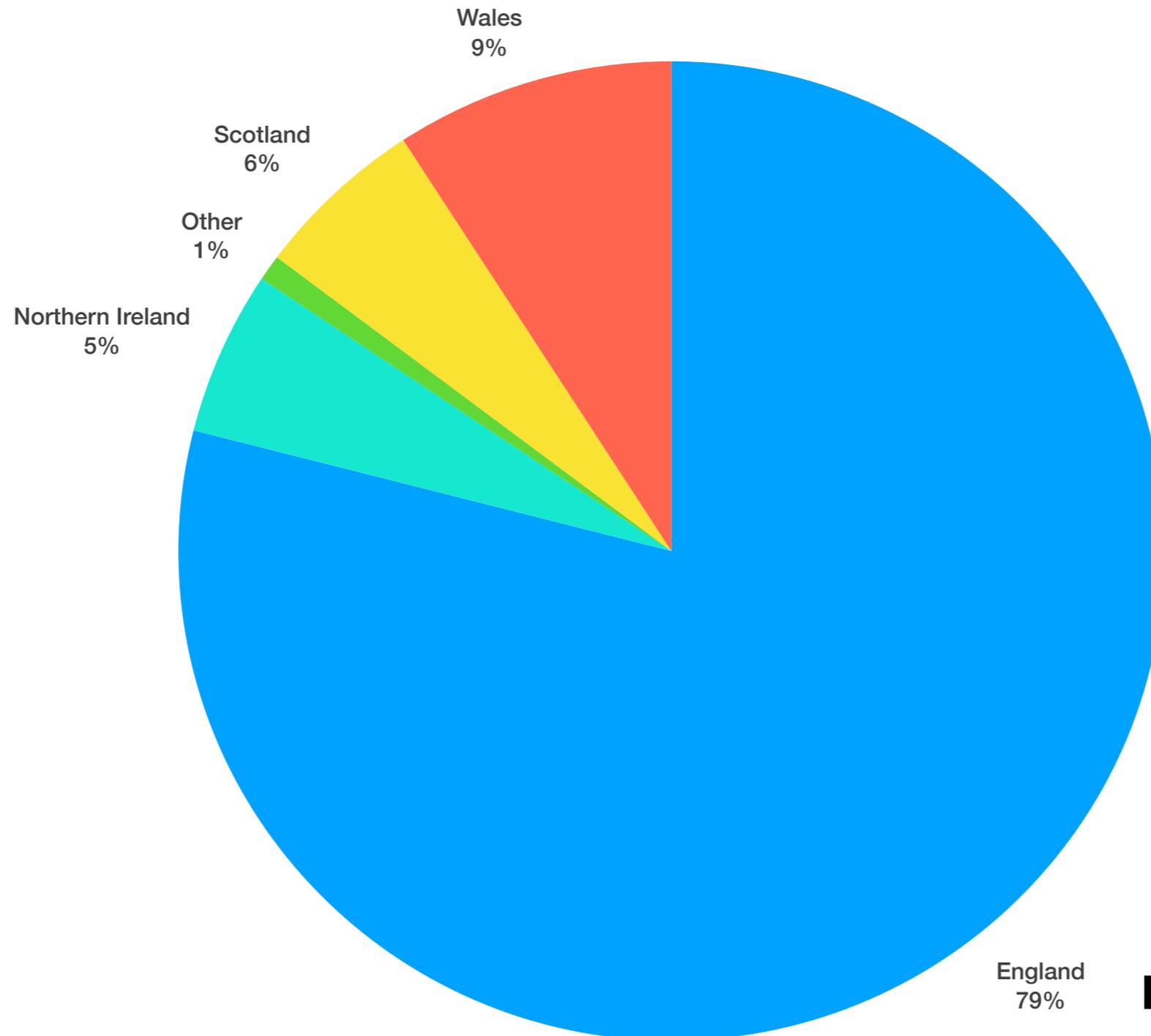
Increase in % of Juniors/Juveniles from 20% to 23%

Membership by gender



Increase in % of females from 13% to 14%

Membership by region



**Last year: Scotland
3%, Wales 5%**

Membership growth by region

	<u>2018</u>	<u>2019</u>	<u>% growth</u>
England	3023	3322	110%
Northern Ireland	197	228	116%
Other	23	36	157%
Scotland	102	236	231%
Wales	161	385	239%

Accounts & Finances

- Last set of accounts filed with Companies House: 30 April 2017
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- Cash at bank (4 Oct): £42.5k
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- Ytd Revenue 1/5/2018 – 4/10/2018: £22.1k
- Revenue 2017/18 financial year: £85.5