

Ibex Virtual Committee Meeting Minutes – 2nd October 2025, via Teams

Attendees: Susan W, David W, Patrick T, Clive S, Karen W, Mags R, Viv P

Apologies: Cathy C

SW welcomed everyone.

Actions from last committee meeting

- **SW:** Create Instagram account and link to Facebook accounts. Account created and recent events posted.
- **SW:** Provide CS with instructions for adding events to Facebook. SW will hold WhatsApp video call with CS to explain process. **Action SW**
- **CS:** Add advertised weekends to Facebook.
- **KW,PT,MR,CC:** Provide a google review. Done
- **SW:** Attend meeting with JL for advice on social media posting. Done
- **PT,MR:** Email interesting walk ideas to Cathy. Done
- **PT:** Contact SJ to arrange auditing of accounts. Done
- **MR:** to look at BMC huts. Will look for 2027.
- **SW:** Include statement about BMC value and continuation of Ibex affiliation with BMC in President's report in September newsletter. Done
- **PT:** Preside November club night and arrange for Alpine Presentation. Ongoing.
Action PT
- **SW:** Present Risk assessment for review by committee. Done
- **KW CS:** Look at Constitution and produce a value statement and code of conduct to be discussed at next meeting. Done

President

- Minutes from last meeting (6th October) agreed
- AGM planning:

BMC membership fee has increased by £1.41 but Ibex membership fee will remain at £42.

Resolution to Retain annual membership fee at £42 **Action KW PT**

Resolution to Raise Weekend Per Person Per Night Cap to £40. **Action: MR CS**

Resolution to change Constitution 4.2 “The subscription is due on 1st January and any person who has not paid by 1st March shall cease to be a member”. To 31st March in line with BMC. **Action SW**

Committee Nominations:

SW and VP are standing down as President and Secretary at the AGM. VP will stand as a

general committee member

KW, PT and VP to send nomination forms for their posts to SW. **Action KW PT VP**
Action SW to get proposers and seconders at October club night.

Governance

Good Governance and Conduct paper recommendations were discussed
Committee agreed:

1: Ibex members values - modelled on BMC governance documents

- **Adventure** – We believe in the freedom to challenge ourselves, taking personal responsibility for the risks to enjoy the mountains we love.
- **Accountability** – Individually we support the Club processes and procedures to keep us safe and are answerable to the other members in all aspects of the Club.
- **Honesty & Integrity** - All members, regardless of role, shall behave with honesty and integrity in their roles, during Club activities or when representing the Club.
- **Selflessness** - all Members shall support each other and act with care and consideration whether out on the hills, at the meet accommodation, in training events or in meetings
- **Openness and tolerance** - We welcome a diverse membership with mutual respect towards each other and recognising others may have different views and opinions to our own.
- **Leadership** – Our club and event leaders are all volunteers helping manage the Club activities for the best of all. As members we will respect and follow the requests of the club leaders. Club leaders will act with impartiality, consult with members taking on board feedback as appropriate, and be held accountable to the club values.
- **Objectivity** – all Club operations and decisions will be based on merit and evidence for the best interest of the Club and its collective members.
- **Sustainability** - Our individual and joint love of nature and wild areas will ensure we leave the areas we visit in the same or better condition.

Above Ibex members values to be added to website under Join Ibex section. **Action DW**

2: Ibex Sub-Committee for Conduct Complaints:

- i. A separate sub-committee will be set up to objectively record and work through any complaints about conduct received.
- ii. The conduct failings will be based on individuals failing to follow the guiding values of Ibex.
- iii. The sub-committee is separated from the Committee to protect the Committee and to ensure that there is a separate final appeal body; the main Committee.
- iv. The sub-committee will be formed when the Membership Secretary receives a complaint about an individual's conduct which fails to follow the guiding values of Ibex directly from members or referred from the main committee and will comprise of the Membership Secretary (Chair), 1 other member of the Committee and 1 non-committee member. The sub-committee will follow a standard process for logging and investigating any claims referred to it and will make evidenced based decision recommendations to the Committee.
- v. Main Committee will hear any appeals from those recommended for suspension or permanent expulsion

- vi. Main Committee will make the final decisions by majority vote though overturning the evidenced recommendation from sub-Committee would be unexpected.

3: Change the wording of the current constitution referring to member expulsions:

- i. The current constitution “5.9: The Club Committee has the right to refuse, or not to renew membership of a person, or to expel a member who, in their opinion, acts against the interests of the club, subject to an appeal at a General Meeting. The Club Committee shall have the power to direct that such member loses membership rights until such General Meeting is held. At such meeting, the person shall be allowed to offer an explanation of his/her conduct verbally or in writing. The decision of the Club Committee may be ratified by a simple majority of the members present at such meeting and if the vote is in favour of the expulsion, the member shall immediately cease to be a member of the Club.” Sets out a process to govern misconduct which seems to disregard the dignity of individuals and provides no confidentiality. Any review, meetings or decisions about the suspension or termination of individual memberships should be conducted in a fully confidential and closed environment. No general members outside of the sub-Committee, Committee and any subject individual member should be permitted to attend. It needs to be changed.
- ii. The proposal for the **new wording** is below;
NEW 5.9: The Club Committee will have the ultimate right to suspend, refuse, or not to renew membership of a person, or to expel any member who fails to meet the values of the Club. A sub-committee, accountable to the Committee, will manage a process for reviewing and making recommendations to Committee on all cases of conduct not meeting the values of the Club where a complaint has been raised. They will look objectively at all the evidence. The complainant and subject of the complaint will each discuss their case, in confidence, with the sub-committee throughout the review process and the subject of the complaint will have a final right to appeal with the full Committee, if suspension or termination is recommended. The review process by sub-committee and Club Committee shall be closed to the wider membership in the interests of confidentiality and privacy of the members involved. If, at the end of the process, the Committee decide to suspend or terminate membership, this will take immediate effect.

KW to write Resolution form to change Constitution 5.9 wording to new wording and propose resolution, forward to CS to second proposal and CS to forward to VP.

Action KW CS

Resolution form for New Constitution 5.10 “All complaints regarding the behaviour of Members should be presented and submitted in writing to the Membership Secretary.” Is required. **Action KW.**

Membership

- Update 74 fully paid-up members and 10 Prospective members.
October weekend in Rhayader has over 33% new/prospective members – a good opportunity to turn these prospectives into fully paid-up members.

A questionnaire is to be drafted using Microsoft Forms and sent to committee for review. **Action KW MR**

- Membership fees: mid-year fee (and final quarter fee) reduction proposal (Committee decision).

BMC give a 50% discount from 1st July for new club members who join a club in the second half of the year.

From 1st October 2025 the BMC are reducing the final quarter fee down to a 1/3 of the Adult yearly rate.

Agreed to implement this discount – BMC fee will be £9.78 + £12 Ibex fee so membership fee will be £21.78 for October – December. **Action DW** to update website and WebCollect.

After a lengthy discussion committee agreed that persons renewing late must pay full membership fee. 1 person was against this, and 1 person abstained. This needs to be made clear on website. **Action DW**

- Prospective members clarify proposal (Committee decision).

Agreed that prospective members can attend 2 day walks and 1 weekend event within the 3-month period and that prospective members must convert to full member before joining week long events. **Action DW** update website.

Weekend Co-ordinator

- Exmoor September weekend – great recovery on attendance with the break-even exceeded.
- The remaining events look in reasonable position for attendance given the time to fill up.
SW pointed out that break-even for December weekend was lower as a Cap of £40 applies.

Weekend Planner

- All weekends booked for 2026 and deposits paid - smaller places have been booked. BMC huts will be considered for 2027.
- Next year's weekends will be presented at next week's club night on 8th October by MR. MR to finalise PP presentation and send presentation to SW. **Action MR**
- An email will be sent asking for volunteers to organise weekends after 8th October Club night. **Action CS**
- Aosta trip successful. 5th September is provisional date for next year. CS coordinator

Club nights

- December club night meal at Weatherspoon's followed by a party vibe at the King's Head. Needs an organiser.
- Next year SW suggested Pub nights in Jan, Feb and Mar, Thames walks Apr, May, June, July, August, Pub nights Sep, Oct, Nov, Dec.

Website

- Website is up to date.
- Added winning photos from 2026 calendar competition.

Social media

- SW created an Instagram account - Ibex Walkers and posted photos from the Northumberland events, Aosta Alpine week, and Exmoor event.
- Following the meeting with JL about social media SW renamed Ibex member - Ibex Walker JL said she was happy to run the Instagram but has not done anything yet - also difficult as she has not been on any events this year.
- Only the account holder can post on Instagram - there is supposed to be a shared access to allow 3 others access but it isn't available yet. JL also advised disabling the Ibex Walker Facebook page so only the Ibex group is visible. CC and SW are administrator's and CS has been invited (yet to accept).
- DW Posted photos on 4 national Facebook groups for August and September events to advertise Ibex.

Treasurer /Financial Position of Club

- Combined Bank balance = £4737
- Balance Sheet highlights -
- Bank & Paypal balance combined - £4.7k
- Venue deposits & final payments for "open" weekends - £5k - we have booked quite a few 2026 venues since the last meeting.
- PT highlighted that our Excess of Income over Expenditure was £271 and was likely to be lower (around £100) at year end after AGM expenses which is lower than last year.

Day Walks

- We have two more walks scheduled this year with CC leading an autumnal walk in the Chilterns in November. Once we have presented our weekends programme for next year, CC will send out a request for leaders for December onwards as then members will be able to plan which days are free to offer to lead a day walk. CC already has two offers to lead walks, so will co-ordinate around those. As with this year, CC is happy to lead a few herself.
- CC will also do a call for walk leaders at the AGM and a follow up towards the end of the year if response is low.
- We had a small incident on the august walk – SW has added incident to Incident log.
- CC is also encouraging walk leaders to encourage participants (and themselves) to post on Facebook with photos and comments.

Newsletter

- 'How to create a newsletter' document is now on the Google Drive.
- PH will be taking over as newsletter editor.

AOB

Date of next virtual committee meeting

To be announced after AGM

Summary of actions following meeting

- **SW:** Arrange WhatsApp meeting with CS to explain how to add weekend events on Facebook group as admin.
- **PT:** Preside November club night and arrange for Alpine Presentation.
- **KW PT:** Resolution to retain annual membership fee at £42
- **MR CS:** Resolution to Raise weekend PPPN cap to £40
- **SW:** Resolution to change Constitution 4.2 “The subscription is due on 1st January and any person who has not paid by 1st March shall cease to be a member”. To 31st March in line with BMC.
- **KW PT VP:** Send nomination forms for their posts to SW
- **SW:** to get proposers and seconders for committee nominations at October club night
- **DW:** Ibex members values to be added to website under Join Ibex section.
- **KW CS:** Resolution to change Constitution 5.9 wording to new wording.
- **KW:** Resolution for New Constitution 5.10 “All complaints regarding the behaviour of Members should be presented and submitted in writing to the Membership Secretary.”
- **KW MR:** Draft questionnaire using Microsoft forms for members and send to committee for review.
- **DW:** Update website and WebCollect with new quarter year Membership fee £21.78
- **DW:** Add clarification on website that late renewing members pay the full membership fee.
- **DW:** Update website with Prospective member clarity.
- **MR:** Finalise weekend 2026 program PP presentation and send to SW.
- **CS:** Send email asking for volunteers to organise weekends after 8th October.