



MINUTES OF BRIDGEWATER HOUSING ASSOCIATION

SPECIAL BOARD MEETING

Venue: Virtually via Zoom

Date: 30th November 2021

Time: 5.30pm

Present:

Alastair Morris Chair, Heather Stirling Secretary, Frank Bradley Board Member, Ken McIntosh Board Member, Suzanne Austin Board Member, Craig McGarry Board Member and Steven Webster Board Member.

In attendance:

Ian McLean Chief Executive

| Item | Details | Action |
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| 1. | Welcome and Chairs remarks | |
| | The Chair welcomed everyone to the meeting and confirmed that members had received their papers on time. | |
| 2. | Apologies | |
| | Apologies were received from: John Paterson, Angela Westrop, Rab McNally, Aileen Naismith and Denise Love. | |
| 3. | Declarations of Interest | |
| | Members were invited to declare any interest in any of the items on the agenda, in terms of the Association's published policy. | |
| 3.1 | There were no declarations made by those present. | |
| MATTERS ARISING | | |
| 4. | There were no matters arising | |
| MATTERS FOR APPROVAL | | |
| 5. | Business Plan 2021-22/2022-23 | |
| | The Chief Executive reminded members that a draft Business Plan had been circulated amongst members and staff for comment some time ago. The plan had also been placed on the Association's Web Site and a note published on the Association's Face Book to encourage engagement in the process of approving the plan. This final draft which has been made available to members tonight, takes into account, where possible comments received to date. The CE also explained however that since the papers were issued | |

further comments had been received from a Board Member these have been incorporated into a final draft. The CE indicated that he would point out what these changes are as he goes through the plan in detail. He further reminded members that the appendix on the Business Deliver Plan had previously been approved by the Board and extended to coincide with the period of the plan and is now being monitored by the Scrutiny Sub Committee.

By way of context the CE explained that in normal circumstances the Association would publish a three year Business Plan. However current circumstances could not by any stretch of the imagination be described as normal. The main issues of the consequences of the Pandemic and the “fall out” from Brexit have had and are having a profound effect on the country, on our customers and on the Association’s business. Consequently it is much more difficult to predict with any certainty what is going to happen this year, never mind in three years’ time. The Business Plan therefor covers the remainder of this financial year and all of the next with a commitment for the Association to comprehensively review the forward thinking part of the plan during 22/23 and publish a new plan in 23/24 covering three years. The Chief Executive also pointed out that the plan includes an indication that the Chief Exec is likely to retire during the period of the plan, that this is likely to be sooner rather than later and that consequently it was important for members to consider what the plan says about options for the future and if appropriate re confirm their desire to continue to be a stand along organisation going forward, (notwithstanding all the current difficulties).

The Chief Executive then took members through the plan explaining in detail each chapter and the value of the information to the plan and the business. He explained that unlike the Association’s previous plans, “pre pandemic”, this plan includes a substantial chapter explaining the effect the pandemic has had on the Association’s customers and our business, what mitigating factors we have had to put in place and pointing to measures that the Association will have to address as and when we come out of the restrictions imposed on society by the government. Members agreed that this was an important chapter in the plan and provides some context for a future revision both of our finances and our priorities. Members acknowledged that the chapter reflects the detailed up-dates which the Chief Executive has been providing regularly to the Board.

The CE also highlighted the chapter on options appraisal and the work that the Board had done with an outside consultant to review options for the future and their conclusion that there were no significant triggers to warrant the Association looking at any kind of formal partnership arrangement with another organisation. Board members acknowledged that the chapter reflected accurately both the outcome of the work which they had undertaken but also the conclusions that they had reached and were pleased to see inclusion of the outcome of the consultation which had taken place with tenants of the Association and with members of the Association, who had supported the Board’s view. They agreed that from a succession planning point of view, should the Chief Executive leave the organisation any time soon, this would provide an appropriate context in terms of any decision to recruit for a new Chief Executive and confirmed that this continued to be their preferred course of action as opposed to seeking a partner.

Members advised the Chief Executive that they were supportive of the plan, that it contained an enormous amount of information and they did not underestimate the work that had gone in to developing the plan. It was disappointing that not more customers

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| | <p>chose to engage in the process but there was scope to obtain feedback from the imminent rent consultation exercise which the Association would undertake in January 22 and there would be further opportunities to engage in the review process towards the latter half of 22/23. One member agreed that the current situation makes decision making more fluid and less certainty about things which were previously certain means that it is difficult to predict what is going to happen next. However he agreed that the plan provides a useful and necessary foundation for the next period and is backed with sufficient resources in the bank to ensure the resilience of the Association in the short to medium term, with sufficient unencumbered stock to support loans if necessary for the long term. Another member indicated that the honesty of the plan was refreshing in highlighting that we don't know everything at this stage but that we are committed to keeping things under review to ensure that the plan is always "alive" and relevant. The member who had provided written comments was grateful that his comments had been useful and agreed that they had been appropriately taken on board in the final draft.</p> | |
| 5.1 | Members APPROVED the Business Plan 21/22-22/23 | |
| REGULATORY ISSUES | | |
| 6. | Notifiable Events | |
| 6.1 | There were no notifiable events for consideration. | |
| ADMINISTRATION | | |
| 7. | Issues which the Chair has agreed as urgent | |
| 7.1 | There were no urgent issues for consideration | |
| 8. | Date of next Board Meeting – 22nd December 2021 | |

Signed: _____ (Chair)