



British Ski and Snowboarding (the “Company” or “BSS (Company Number: 7237547)

**Minutes of the Annual General Meeting of the Company held at 60 Charlotte Street, London on
18th September 2018 at 1:00 p.m.**

Present:

Name Position

Rory	Tapner	Board/Member
Mark	Lund	Board/Member
Tim	Fawke	Board/Member
Wayne	Glasse-Davies	Board/Member
Anna	Griffin	Board/Member
Colin	Holden	Board/Member
Richard	Leman	Board/Member
Robert Iain	Mackay	Board/Member
Paul	Trayner	Board/Member
Jo	Poulton	Board
Joseph	Adams	Member
Konrad	Bartelski	Member
David	Edwards	Member
Louis	Hatchwell	Member
Stephen	Metheringham	Member
Lloyd	Jenkins	Member
Frank	Musgrave	Member
Georgina	Morris	Member
Jenny	Shute	Member
Jasmin	Taylor	Member
Jasper	Taylor	Member
Neil	McQuoid	In attendance
Caroline	Brown	In attendance
Lucy	MacKenzie	In attendance
Sophie	Morrison	In attendance
Alex	McKeown	In attendance
Su	Moore	In attendance
Brett	Moore	In attendance
Lisa	Rowe	In attendance
Andrea	Grant	In attendance

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PROXY VOTES:	NAME	NUMBER OF PROXY VOTES
	Rory Tapner	10
	Sophie Morrison	1
	Lucy MacKenzie	2

1. NOTICE, QUORUM AND CHAIRMAN

The Chairman opens the meeting, welcomes the attendees and thanks them for their presence, reports that due notice of the meeting had been given and that a quorum was present. Accordingly, he declares the meeting open. Mr Tapner gives a brief season update, including reporting on the major competitions and stakeholder relations; and outlines new staffing changes and upcoming plans.

1.1. Mr Tapner states we had more qualifiers than in any other previous Winter Olympics: 25 athletes attending, achieved 6 top 10 results and won 2 medals (Izzy Atkin and Billy Morgan). He enthused the foundations for the future are there and a Top 5 finish for team slalom event was fantastic outcome for British skiing.

1.2. Junior World Championships: Ollie Davies' Ski Cross win shows the pipeline of things BSS are beginning to build.

1.3. Telemark: Jaz Taylor's season success is a signal to rest of world, that GB are here. Unfortunately Telemark lost the bid to be included in the programme at the Beijing Olympics in 2022. However, there is still an outside chance it could still be voted in.

1.4. Mr Tapner comments on the new staffing changes within the company. The New role, Head of Coaching, has been taken up by Pat Sharples. The variety of coaches can learn from each other which is very encouraging. Dan Hunt, Performance Director, believes we have good enough coaching staff to get where we want to be. Dave Edwards has now left BSS after 8 years as CEO – Mr Tapner expresses his gratitude and welcomes the new CEO, Vicky Gosling, who is bringing different things to the party - thrilled to have her on board.

1.5. Board Away Day: Discussing matters which require future planning.

- Discipline committees – structure of these committees were fit for purpose 5 years ago – however, are they still relevant for today? We are now picking up the performance side of things centrally, which is taking these decisions away from the committees. E.g. managing coaching contracts etc. However, we need to keep the committees involved and attract people to the meetings – we don't want to risk the discussions becoming uninteresting. We want to make it easy and meaningful for the athlete representative on each committee – so they want to attend and contribute too.

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- Communication – possibility of a “town hall” event twice per year with video call facilities. This means the public can hear what the Senior Leadership Team are doing and can dial in if unable to attend. We can chat openly about current issues and future plans. The discussions will be open to all - not necessarily members. Athlete specific events – we want to improve communication and get them involved. There is no athlete representative on the Board – so we are reliant on coaches feeding through to Pat Sharples and Dan Hunt. We want the athletes to feel like one team. The Olympians enjoyed mixing with different disciplines, so we want to ensure this happens more often.

1.6 Mr Tapner comments on the company stakeholders.

- UK Sport relationship is positive. However, we are not translating all the money we want from them – we can still go back to UK Sport and ask for specific items. There are also more conversations to be had since the original conversations. E.g. Ski Big Air being included in Beijing Olympics 2022. This wasn't factored into our initial medal target, as we didn't know it would be a medal opportunity.
- Relations with the British Olympic Association remain good - we have been residing in the building with them for a long time. The team were professional at the Olympics which is important for relationship: wearing the right kit, being organised etc. Thank you to Sophie Morrison, Olympic Team Manager for all her work at PyeongChang in helping with this.

1.7 Mr Tapner expresses his sadness about the death of snowboard cross athlete, Ellie Soutter, which was a tragedy for her family and for BSS. We are doing everything we can to support her father and her family in the aftermath. Thank you to Vicky Gosling for her help in dealing with this difficult incident.

2. COMPANY PROGRESS REPORT

CEO Vicky Gosling gives an overview her visions and aspirations for the future of the company. Mrs Gosling states that it is time for a change within the company, which we can see with the new moguls programme and the ski and snowboard cross programme becoming a success.

2.1 Mrs Gosling expresses that it is important to create a co-dependency and a one team feel. This is only possibly by putting athletes first and promoting excellence and podium mentality. This also needs to happen within the BSS team, as we need to deliver this. The merge with Parasnowsport has helped with this one team environment. We are already organising joint training camps with both para and able-bodied athletes.

2.2 Mrs Gosling states that we need to be investing in the future e.g. Junior World Championships, and ensure that athletes coming through are well supported. We are creating an innovation cell for future advancements. There is the possibility for new programmes e.g. Ski Jumping, which is on the horizon. We want to create a strong and healthy culture which is well supported, so that

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we can take risks. We must move forward with technology. By making these changes, we can take BSS to heights beyond expectation, which we have seen in British cycling.

2.3 Ms Gosling reveals that we are launching a new brand, new look BSS and new logo in November – this is a brand the general public can associate with, and be proud to be British. We want the public behind us and don't want to be confused with Ski Club of Great Britain etc. anymore. We want to showcase what we're all about, and the progress we've made in performance side of things, is a taster of what is still to come.

3. MEMBERS COMMENTS ON FUTURE PLANS OF THE COMPANY

3.1 Neil McQuoid asks for more details of the proposed telephone conference ("town hall" event) – will it be available as a podcast? Mr Tapner replies that it will be available to all and wouldn't mind if journalists were present.

4. COMPANY ACCOUNTS

4.1 Mr Tapner comments on the company accounts: profit was up last year, and is forecast to go up next year. One third of what we want to spend next season will be reliant on UK sport funding. This is unlike other sports - some of which are 100% dependent on UK Sport funding. BSS would love more money, but we need other sources of income (e.g. in the case of badminton – funding can be retracted). Therefore, we need to ensure lots of partners, so that if we lose a sponsor, we are not in trouble. Ms Gosling is looking for a collection of sponsors, rather than just one headline, and they need to be relevant to the sport. E.g. a healthcare brand, who is also interested in an athlete's health and wellbeing.

4.2 Jo Poulton, who has been company treasurer for one year, gives a brief report of the accounts ending 30th April 2018. We have been successful in creating a small surplus this year, which was good considering it was an Olympic year. The budget for 2017/2018 was 3.6 million, and we spent 3.5 million – this gives us a small surplus of £52,000 to carry on to the 2018/2019 season.

- Accounts are published under the 'Governance' section of the BSS website, if anyone needs any further information. Ms Poulton expresses her thanks to the finance team for keeping us under budget.
- For the 2017/2018, there was a significant increase in our programmes, and we're hoping to continue this success into next year. The new budget for next year will be 5.2 million and Ms Gosling is working hard to achieve this income. Ms Poulton has confidence in her colleagues that we can hit our targets. If we are going to achieve our vision, then we must find the additional money to cover programme costs.
- There was clean audit with an unqualified report by the auditors – Ms Poulton expresses her thanks to Dave Edwards for his work with this.

4.3 Mr Tapner asks the room if there are any questions about the accounts: no questions.

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4.4 The meeting voted to approve the report and accounts.

5. RE APPOINTMENT OF AUDITORS

5.1 The meeting voted to reappoint Kingston Smith LLP as Auditors to the Company until the next Annual General Meeting.

6. ANY OTHER BUSINESS

6.1 There was no other Business and the meeting closed at 1:30pm.

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