

Minutes of a meeting of the GBS Board of Directors of the Company held on 25 April 2024

Present

Jason Cobbold (JC or Chair)

Vicky Gosling (VG)

Greg Bennett (GB)

Michael Oesterlin (MO)

Vicky Gosling (VG)

Melinda Nicci (MN)

Steven Seligmann (SS)

Iain Ramsay Clapham (IR)

Simon Ferrington (SF)

Dominic McGonigal (DM)

Juliet Foster (JF)

Martin Carr (MC)

In attendance

Robin Kellen (RK)

Joelie Chisholm (JCh)

Sarah Hill (SH)

Pat Sharples (PS)

Kearnan Myall (KM)

Apologies

Steven Seligman (SS)

1. Welcome and declarations of interest

It was noted that a quorum was present in accordance with clause 6.9 of the Company's Articles of Association. JC said he would take declarations of interests as being those who are employed by GBS (who should bear in mind any current conversations concerning the shape of the organisation) and those who are representing particular parts of the GBS operations, such as the disciplines, and the Home Nations. If any items are discussed for which a person feels they are conflicted, or should declare an interest, then they must specifically do so at that time and not rely just on the introductory statement.

JC welcomed Simon Ferrington to his first Board Meeting.

JC acknowledged that John Wade (JW) had resigned his position and explained that in the interim period VG would be acting as the Company Secretary with duties often being delegated to JCh and SH.

JC thanked SH for taking notes.

JC raised that the AGM notice that had been circulated in the papers had not been the correct one and that the correct one would be circulated after the meeting.

It was noted that the Directors Code of Conduct had been removed as it requires further review.

The date for the AGM was confirmed as 16th May 2024.

VG spoke of climate change and that a GBS Sustainability Strategy will be drafted. A meeting with UK Sport shall take place to discuss the strategy and to ensure consistency with FIS and other relevant governing bodies.

2. Minutes of the previous meeting

The minutes of the last Board of Directors meeting held on 18th and 31st January 2024 were approved.

3. Chairman's report

JC provided a verbal update for the group and reflected on his 6 months as Chair.

JC highlighted the improvement in relationship with UK Sport. Deemed this to be in part due to much improved financial management and therefore trust in the numbers, acknowledging the good work VG and JCh had produced. JC noted that GBS are in a good place with UK Sport helped by working collaboratively to appoint a new PD. JC shared that the Chair of UKS had commented on what a good season GBS had.

Kearnan Myall (KM) was recognised and congratulated for his appointment to PD on 22 April 2024.

JC reflected that GBS had experienced a record season in terms of the performance on snow and that this was across different experience levels. JC said that he was excited by the athlete potential for 2030.

JC commented that there was a good narrative building regarding GBS and that momentum was building behind some of the stories.

VG commented that there are some quality athletes interested in moving across to represent GB and that the pipeline was looking exciting.

JC placed an emphasis on the importance of climate change for the Organisation stating that it was not to be underestimated.

JC expressed that he would like to explore how as an Organisation processes and governance could be more efficient.

GB said that the relationship with UKS had come a long way but warned against complacency highlighting that GBS needed to keep a focus and to continue to build on the improved relationship.

JC agreed and said that they should consider how to best maintain and improve.

SF asked what the investment costs were for winning a medal and this compared with other sports. VG said that there had been some extensive work done on this. It was agreed that VG would share this with the group.

4. Performance and end of season report

JC opened with congratulating KM on his appointment.

KM summarised that they had experienced a fantastic couple of seasons and that there were some difficult performance based decisions to be made leading into Milan Cortina.

PS took the group through the Performance and end of season report, talked through the various disciplines, athletes, medal hopes and reflected on the successful season on the snow.

It was noted that there were some challenging decisions to be made in the next few weeks as athlete reviews take place.

PS acknowledged T Glasse Davies 15 years at GBS and wished him well for the next chapter.

Performance pathway was discussed and though not confirmed it was mentioned that there may be an opportunity to use some UKS funding which is currently only ring fenced for elite athletes for pathway and emerging talent.

In the course of discussion, it was considered how long it takes an athlete to track through. Defining this is difficult due to the different disciplines and different athletes may progress at a quicker rate than others. PS and KM provided a summary of the process they use to track their athletes.

PS raised that they needed to consider whether athletes do fewer more focussed training camps to prepare for the Winter season and for the World Championships and KM talked about reducing the risk of injuries

PS acknowledged a very busy few months ahead and it was confirmed that programme reviews shall all be completed by 10 June 24 which will be followed by a review of the associated coaching and support structure.

5. Chief Executive report

5.1. Alpine Funding - VG discussed Alpine funding and that there is a fund-raising event taking place on 9th May 2024. SF offered to help with connections.

5.2. British Alpine Championships - Detailed discussion took place about the event and how it might be improved. It was agreed that it was still required as it was good for Pathway but location, volunteers and whether to outsource the organisation of it was discussed. It was raised that if there was a move to it being voluntary lead there would be a commercial cost implication. It was agreed that its purpose had to be clear and JC suggested it his further discussed to consider a better and different approach and asked that JF co-ordinate on this.

5.3. FIS Online platform – Sign off is imminent and a meeting is expected mid-May.

5.4. Marketing and Communications update – The priority is to review activity and impact so as to inform a wider marketing, communications and branding strategy for '24- '26.

5.5. FT Partnership – The first of the 3 campaigns is likely to run in May and VG shared some material of the proposed campaign. VG shared that a meeting with Howdens had taken place and Tenzing was at the contract stages. The Board asked whether the adverts would be in FT Global/ Europe/ UK.

5.6. Fundraising Committee-The agency, E10 have been engaged to review activity and support with fundraising strategy. Several committee members have not been able to commit as hoped therefore new members are being sourced.

6. Finance Report

GB brought the financial report, advised that the report and the Crowe Finance audit had been explored and approved at the Audit and Risk Committee.

GB flagged the business review section of the report and acknowledged JCh and VG's hard work on budgeting and spending and encouraged the Directors of the board to read and review the notes.

GB flagged the adjusted policy on value in kind sponsorship.

GB drew the Board members attention to the letter of representation, stated that all members needed to be onboard and agree as it was to be signed on their behalf and recommended to the board that it be approved.

All agreed to sign the letter of representation.

JCh acknowledged that cash flow was very tight and that due to rigour on the invoicing process the accounts receivable were in a better place.

GB advised that the risk register had been reviewed at ARC and that a new risk around climate change was being added for the next board meeting.

GB informed the Board of the Non-Audit services policy (page 168) and asked that it be noted. The purpose of the policy is to ensure the independence of an auditor if they do other work for us. ARC had approved the policy at the meeting.

A Reserves Policy was discussed, it had been agreed that whilst its good governance to have one there is no surplus currently to have a reserve fund, therefore at each review we would be in breach of the policy. It was agreed instead to have a statement of intent of achieving reserves so that a sensible policy could be written. The statement shall be reviewed every 6 months and progress reviewed by board. It was noted the funds to achieve a surplus could not come from UKS funds but from another source.

It was noted that the board were happy with the recommendations.

7. Home Nations

RK and IRC provided an update to the group

8. Governance

Approval was given for the scheme of delegation, with clarification on the wording for the 'Out of Budget spend'

Articles of Association – JCh explained that in order to give a good governance layer around the PD role they were to be moved to a non-voting member as per the CFO. As there was an INED with a performance background KM would not need to be a full member of the board. This takes the board member numbers for 12 to 11. All agreed they were happy with the articles, and for the changes to be put forward at the AGM.

9. Committee matters

The reports from the Alpine Committee and Snowsport Wales, Scotland and England were noted. Any other business

1. The next board meeting is due in July.

There being no other business the meeting was closed at 1.30pm

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Chair