

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

Summary Minutes of the Board of Directors meeting on 2nd March 2016

- The minutes of the Board meeting held on 6th January 2016 were agreed by the Board as a true and accurate record of the meeting.
- The Chairman welcomed Mr John Smith to the meeting and Mr Smith described his interim role as an observer at the BSS Board whilst a replacement for the CEO of Snowsport Scotland is recruited.
- The Chairman informed the meeting that he had regretfully had to accept the resignation of Mr Tony Trayner as a Director of the Company and as Chair of the Alpine Speed and Telemark Committee. The Board noted that there was a vacancy on the BSS Board that remained unfilled for the Chair of the Athletes Advisory Council. There were also elections falling due, by this year’s Annual General Meeting, for the Chairs of the Home Nations Committee, and for the Snowboard and Nordic Discipline Committee Chairs.
- The Board discussed the structure of the Company and how the leadership and oversight responsibilities of the Board transferred in to the various activities and performance of the organisation and agreed that an “organisation design” discussion and agreement should take place before any elections were held in case it was felt that Constitutional change was required to properly meet the needs of the organisation. The Chairman reminded the Directors that they were part of the Board and should represent the best interests of the Company before any other consideration or interest. After that prime focus then it should be possible for a Director to promote a variety of interests such as Event, Athlete needs, Discipline or Geography and not just sponsor one area of our operation. As the organisation sort to double the amount of support that it provides to British elite athletes and their programmes it was felt likely that the Executive team would need to be supplemented. An Exec team aligned to two differing aspects of Snowsports, measured events and judged events together with a Board that was happy to Sponsor a variety of different aspects might be the best way to organise. The Board agreed to consider this further and share their views in one to one sessions that would be set up with the Chairman in the very near future.
- The Board discussed the leadership of the Alpine Speed and Telemark Committee (ASTC) following Mr Trayner’s resignation. Mr Pery, Vice Chair of the ASTC, had been invited to attend this Board meeting. The Directors agreed that it would be better if the organisation could hold one set of elections for all of the position coming vacant by the Company AGM and these elections were likely to take place in June or July 2016. Mr Pery was asked to organise the ASTC until such time as those elections could be held and continue to attend Board meetings. He confirmed that he was prepared to do this.
- The Chairman described his current high confidence levels in achieving successful outcomes in the fund raising initiatives that he was pursuing on behalf of the Company and on behalf of the British Ski and Snowboard National Foundation. His direct conversation with a number of key individuals about philanthropic donations had been very positive and a meeting with representatives from the major British snowsport holiday travel companies had gone well with follow up meetings arranged. He was, therefore, confident of exceeding the Stage 1 budget revenue targets by some margin.

- The Board discussed many aspects of a proposed stage 1 budget (to July 2016) a stage 2 proposal from the Alpine Business Group and further stage 2 opportunities that should be discussed as clearer commitments for new funding are made. The Board debated all aspects of these proposal and agreed to the phase 1 budget proposal but varied to include the additional funding bid for by the Alpine Business Group.
- The Chairman had met recently with UK Sport and discussed the KPI relating to Board effectiveness and representation. He felt that, following his visit to Scotland and the discussions held with various representatives of Snowsports in Scotland that UK Sport were generally happy with progress on this indicator. Mr Edwards felt that UK Sport would like to see further evaluation on the Board's general effectiveness and the Board agreed that they would consider suggestion on this evaluation at the one to one meetings that they would have with the Chairman.
- Mr Edwards described the need for the Company achieve the Intermediate Level of the Equality Standard by September 2017. The Board agreed that, considering the current make up of many aspects of the Sport, this require focus and attention and work should start immediately.
- The Board asked Mr Edwards to act as the Company's representative to attend National Olympic Committee meetings.
- The Chairman felt that more should be done to ensure that these athletes compete only for Great Britain. Mr Edwards agreed to revisit the subject and attempt to find someone who would "own" this issue and attempt to keep British athletes British.
- Mr Edwards agreed to arrange a call with Mr Sean Wilken, Mr Mortimer, Dr Shute and Dr Loosemore to discuss the next steps in relation to satisfying FIS ICR 221.
- Reports were received and reviewed from:
 - The Home Nations
 - The Freestyle Discipline
 - The Nordic Discipline
 - The Snowboard Discipline
 - Disability Snowsports
- The Company Risk Register was reviewed.