

**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 15<sup>th</sup> September 2014 at 1:00 p.m.

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<b>PRESENT:</b>	<b>NAME</b>	<b>POSITION</b>	
	John	Brewer	Chairman
	Mark	Lund	Director/Member
	David	Edwards	Director/Member
	George	Gabriel	Director/Member
	Colin	Holden	Director/Member
	Iain	Mackay	Director/Member
	Fiona	Young	Director/Member
	Tony	Trayner	Director
	Tim	Fawke	Director
	John	Foster	Director
	Konrad	Bartelski	Member
	Tania	Barton	Member
	Ingrid	Christophersen	Member
	Jeremy	Eaton	Member
	Jack	Harvard Taylor	Member
	Neil	McQuoid	Member
	Stephen	Metheringham	Member
	Georgina	Morris	Member
	Frank	Musgrave	Member
	Richard	Newman	Member
	Tony	Willis	Member
	Rory	Tapner	In Attendance
	Jane	Campbell Morrison	In Attendance
	Paddy	Mortimer	In Attendance
	Robin	Kellen	In Attendance

Apologies were received from Mr Adrian Pery

<b>PROXY VOTES:</b>	<b>NAME</b>	<b>NUMBER OF PROXY VOTES</b>
	John Brewer	18
	Tania Barton	1
	Ingrid Christophersen	2

**1. NOTICE, QUORUM AND CHAIRMAN**

The Chairman opened the meeting, welcomed the attendees and thanked them for their presence, reported that due notice of the meeting had been given and that a quorum was present. Accordingly, he declared the meeting open.

## **2. COMPANY ACCOUNTS**

2.1 The Chairman gave a report to the meeting on the progress of the Company a transcript of which was published on the Company's website and a copy of which is attached to these minutes.

2.2 The Company had published a copy of their annual financial report and accounts on their website ten days in advance of the meeting, a copy of which is attached to these minutes. The meeting voted to approve the report and accounts.

## **3. RATIFICATION OF THE APPOINTMENT OF MR RORY TAPNER AS CHAIRMAN**

3.1 The Board of the Company had held an open recruitment process to find a new Independent Director and Chairman of the Company to replace Professor Brewer immediately following today's Annual General Meeting. Mr Rory Tapner had been appointed to this role as a result of that process. The meeting voted to ratify the appointment of Mr Rory Tapner as the new Independent Director and Chairman of the Company.

## **4. RE APPOINTMENT OF AUDITORS**

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

## **5. RE APPOINTMENT OF AUDITORS**

5.1 The Chairman gave a report to the meeting on the progress of the Company a transcript of which was published on the Company's website and a copy of which is attached to these minutes.

## **6. MEMBERS COMMENTS ON THE PROGRESS OF THE COMPANY**

A number of the Members of the Company who were present commented on the progress of the Company.

6.1 Mr Newman stated that he found the published strategy document useful and a statement of the intent of the Company. He noted that it contained reference to a Coaching Committee and he queried what this Committee was and who were its members. Mr Mortimer clarified that it was made up mainly of coaching or performance representatives from each of the sports within the Disciplines and that it handled a number of matters including the allocation of the performance services budget.

6.2 Mr Newman also raised his perception of a lack of detail in the reported accounts and mentioned that a similar point had been raised the previous year. Mr Foster stated that our Auditors had been consulted on this matter precisely because it had been raised last year and the Auditors felt that the information in the notes at the back of the

accounts did provide sufficient detail. He also offered to consider providing further specific information if Mr Newman requested it and it was not of a confidential nature.

- 6.3 Mr Musgrave thanked Professor Brewer for the hard work that he had undertaken on behalf of the organisation. He also enquired about the Board's progress in producing an Olympic Selection Philosophy. Professor Brewer stated that the Board had formally delegated the negotiation of OQS to the Discipline Committees and felt that each Discipline Committee should produce a philosophy relevant to their current athletes capability and the BOA's agreed philosophy. The Board had agreed earlier that day that the following statement represented their view:

*BSS aims for all its disciplines to reach their potential at podium level. Each discipline has its own timescale and requirements for reaching their maximum potential and could therefore be aiming for best ever results as an intermediate stage in the Winter Olympics 2018. BSS believes each discipline accompanied by the Performance Director is best placed to negotiate with the BOA on the appropriate Olympic qualification standards to meet its performance targets.*

- 6.4 Mr Avent, a member who was unable to attend wanted to know whether the current Board would confirm their intent to honour the pledge made by Lord Moynihan in March 2010 as part of the BSS founding statement:

"The objective of the Board is to ensure that the 'Best of British' skiers training around the world are on the British Senior, Junior and Children's teams and will seek, over time, to fund these pathways so once selected, skiers will not have to pay for their performance Programmes. Additionally, we will establish a talent ID programme that will readily identify outstanding skiers who do not come through the traditional route for progression" The Board confirmed that they did still aim to honour the general concepts contained in this pledge. Mr Tapner stated that he felt that improvements could be made in fund raising, particularly in relation to patronage and donations and this would help with the pledge.

Mr Avent also wished to understand why the CEO had made no progress during the last five years to establish the talent ID programme to identify outstanding skiers who do not come through the traditional route for progression.

Mr Edwards, CEO, strongly disagreed with the assertion that no progress has been made to establish a talent ID programme. Each of the Discipline committees has made progress in this area and I am broadly content with their plans for the future. Commenting specifically on the "traditional route" mentioned in the Mr Avent's question - I think that it is hard to find a "traditional route" in anything other than perhaps Alpine. If the question relates to non-British native athletes who live and learned to ski away from Britain then we have examples of talent like Isabel Atkin in Park and Pipe who has come through our Talent ID programme.

In Alpine, which is the area that I believe Mr Avent has the greatest interest in, we have adopted age/performance curves to identify the best athletes in their first years of skiing FIS races. This provides real clarity on where the talent is developing and again we have ended up supporting athletes like Alex Barounos and perhaps Mr Avent, if he were here, would also agree that Billy Major and Ollie Davies were "non traditional" in the path that they followed. At Children's level I would agree that there is more work to be done and I know that this is an area where our Alpine Discipline experts and the Home Nations continue to develop their plans.

Mr Eaton advised that the selection and management of British Squad athletes had improved tremendously over the last few years and that the process was transparent and did cater for athletes who had developed across different pathways and territories. He suggested that the athletic capacity camp that had been held the previous weekend was a demonstration of this process in action. Mr Kellen made clear that the selectors did consider athletes who are based overseas when those athletes have performed well enough.

**7. ANY OTHER BUSINESS**

7.1 There was no other Business and the meeting closed at 1:45pm

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Chairman

..... (Date)