

Minutes of a Board meeting held 27TH February 2024
Zoom – 10.00am – 12.00pm

Attendance

DM	Dominic McGonigal	Chair (present until section 9)
SL	Simon Levene	Finance Director
MA	Morwenna Angove	Director
GS	Greg Sturge	Director
GC	Gareth Case	Members Director
AH	Andrew Howell	Director
JG	John Greenwood	Members Director
BE	Blessing Ekairia	Director
VW	Victoria Wells	Director
MB	Mark Blanchard	Director
MS	Maggie Still	CEO
CP	Claire Pennell	Business and Operations Manager and Company Secretary
JGE	Jade Gerrard	Head of Sports Development

Apologies:

Kahlen Macaulay

2. NOTICE, QUORUM AND CHAIR

DM reported that due notice of the meeting had been given and that a quorum was present.

3. DECLARATION OF INTERESTS

All Directors present confirmed that they had no direct or indirect interest to further declare as required by Section 177 of the Companies Act 2006 and our Articles.

4. MATTERS ARISING, APPROVAL OF MINUTES AND ACTION LOG

DM welcomed all to the meeting.

New director, Mark Blanchard, introduced himself to the board. Existing directors also introduced themselves to Mark.

Minutes from the meeting on 23rd of November 2023 were approved, subject to one minor change. GC was removed from the attendance list due to sending his apologies.

The action log was discussed.



5. STRATEGY UPDATE

Talent

MS gave an update on talent and thanked directors and staff for their contributions. The first Talent Advisory Group meeting has taken place. Collaboration with GB Snowsport and other Home Nations and a strong focus on the objectives have been fantastic. Clear objectives were identified. It was agreed that there would be programmes for all event disciplines. The next meeting is currently being coordinated.

DM stressed the importance of the Talent Advisory Group.

Commercial

MS advised that there have been huge contributions from the board and the staff, and the first commercial subcommittee meeting had recently taken place. The priorities that came from the meeting were the membership and offering to them and raising the profile of Snowsport England.

GC stressed that to raise the profile of Snowsport England, we need to have strong communications with the athletes and work in partnership with them.

Governance

MS explained that an initial meeting had been held for the Finance and the Risk and Compliance sub committees. Meetings will be held quarterly, and MB will be involved in the near future. The risk register review will be a core topic for the Risk and Compliance subcommittee, linking into the board and the staff.

MS went through the objective's dashboard, which the board will have access to, and another document which will show progress and provide a snapshot.

DM explained the importance the importance of governance so that the sport is fair and safe.

The second-year objectives were duly approved by the directors.



6. SNOWSPORT AWARDS UPDATE

DM gave an update on the Snowsport Awards.

DM thanked SL, MS and JGE for all of their hard work.

7. SAFEGUARDING AND WELFARE UPDATE

An update from Mark Vaughan had been shared with the directors prior to the board meeting.

AH updated the directors on key points of Marks submitted safeguarding and welfare report.

8. FINANCE

SL had previously circulated financial reports to the board.

Alpine - Showed a quarterly deficit of £7k compared to a budgeted deficit of £3.4k. This currently excludes the Alpine Squad levy of £2.2k which would increase this deficit. As there is no 'event' income (actual or budgeted) for Alpine in this period the reason for this increase deficit is to do with internal recharges – with the internal service charge budget skewed to charge more in Q1 than in other quarters whilst the actual recharge was consistent across the year; the squad levy is actually processed in Q4 whilst budgeted evenly across quarters. As these are internal charges the increased deficit is not a particular issue.

Alpine Squad – As mentioned above, the squad levy journal was not processed when these reports were generated, but as an internal recharge it has no impact on the overall organisational performance. As has been mentioned in previous quarterly reports, no activity takes place within the Alpine Squad 'department' and this should be absorbed into the Talent department going forward.

Talent – Made a small surplus compared to a very small budgeted deficit. As has been mentioned in previous reports, the 2023 budget for Talent was very rough (as it was the first one) and many variances have been seen. There was an organisational problem with a camp in December that resulted in higher costs, but otherwise the Talent programme has operated well, making good use of the grant available.

Central Services – We have seen Central Services (excluding exceptional items) generally performing better than budget with more effective use being made of the available grants.

Coaching – Made a small surplus compared to a budgeted £2.7k deficit, based on lower levels of income and expenditure. Coaching saw five courses cancelled in Q4 due to insufficient take-up. This decrease in course participation has been seen throughout the year, partially due to cost-of-living issues. 2024 should see the launch of the Learning Lodge (online learning management system) which should reduce course costs whilst maintaining income so that Coaching at a minimum breaks even and hopefully returns to making a surplus.



Nordic – There was very little activity in Q4, however there were some costs accounted for in Q4 that related to event income in Q3 – hence the surplus in Q3 and the deficit in Q4. Overall Nordic is not achieving its potential and will need assistance to achieve growth and attracting new participants.

ASCL & SCO – Increased demand for courses has resulted in a bumper quarter for this budget department. This should be an indicator of more school ski trips being held, which is good for longer term participation. As an early adopter of eLearning, this area has benefitted

from reduced course costs and easier course access which continues to provide benefits to participants and the financial results.

PIAG – The costs here were for the Board and Staff EDI training.

9. EDI

An update had been circulated prior to the board meeting, including the Diversity and Inclusion Action Plan – Snowsport for Everyone.

GS advised that the Diversity and Inclusion Action Plan – Snowsport for Everyone will be submitted to Sport England this week for review, the board duly approved.

10. AOB

SL asked for approval for MS and MB be added to the bank mandates, also for MS to be primary user for HSBC and the board approved.

An update to the disciplinary policy was approved.

