



19 August 2019

Dear Members,

The past year has been an astonishing whirlwind of change, improvement, success and in some cases outcomes that were well ahead of expectations. As your Board, we have continued to focus on growing the organisation to the point at which we can be increasingly confident that medal success at major championships across multiple disciplines becomes more likely. Our ambition remains as set out 2 years ago - to become one of the top 5 Nations in all our Snowsport disciplines by 2030. To this ambition, as a result of a merger during the year, we now add the same level of ambition for our Para athletes.

These levels of ambition, and achievement, do not come without a financial cost. Creating the springboard for future success has been our primary goal for our funding. Once we have reached the point when success becomes tangible and predictable, raising the further funding needed should become easier. It remains the case in British sport that early investment in success is risky, but if successful then both U.K. Sport funding and Sponsorship at scale should follow.

The 2018/19 season proved to be an outstanding year for GB Snowsport with more athletes in more disciplines achieving international success. During the season our athletes in all disciplines achieved a total of 24 World Cup Podiums, 12 World Championship Medals, 35 Europa Cup Podiums, one European Youth Olympic medal and 5 World Junior medals. We witnessed our athletes being crowned World Champions at both senior and junior level, in Olympic and Paralympic disciplines. GB Snowsport was delighted to see breakthrough performances in Moguls, Ski Cross and Para-Nordic. The comprehensive success across multiple sports is something of which we can all be proud. All of the performance teams are busy with their Summer training in preparation for the 2019/20 season, in which we expect to take another big step towards our overall vision.

We have also been developing a dedicated programme of research and innovation in sports science. We have never invested so heavily in equipment, clothing, training camps and human physiology – and expect that this will allow our athletes to perform at the same level as the current world's leading Snowsport nations.

Following the merger with British Parasnowsport in 2018, our relaunch as 'GB Snowsport' set a new benchmark for what the organisation represents. Bringing all of our disciplines together under one united brand for the first time has not only made GB Snowsport one of the UK's most substantial national governing bodies, it has also drawn the attention of some of the world's leading snowsport nations. The new look and image will be rolled out from the start of the 2019/20 season, with some leading brands joining to support our programmes.

Recruitment and retention of the best talent has been incredibly important - new coaching and support staff appointments were made across all disciplines. This has strengthened and deepened our World Class Programmes in all disciplines. Whilst new coaches are critical, we were also thrilled when Charlotte Bankes announced she was transitioning back to compete for Great Britain in Snowboard Cross, and almost on her first outing won a silver medal at the World

Championships. Charlotte is not alone, and we hope to announce more athletes based elsewhere who will elect to join our GB team in the near future.

We remain forever grateful for the funding we receive from the National Lottery and UK Sport. Again, we were pleased that UK Sport recognised our continuing increase in performance by awarding us two further funding increases since the 2018 Winter Olympic Games. Whilst performance and funding are major elements in our daily routines, just as important is the culture and manner in which we achieve success. We received two very positive Cultural Healthcheck reviews from UK Sport, and whilst we will not rest on these laurels, the reports are a strong indication that we are building a sustainable and appropriate organisation fit for purpose.

On behalf of all our members I extend thanks to the dedicated team at our headquarters in London. We moved to new premises in June 2019, albeit still co-located with our friends at the British Olympic and Paralympic Associations. The 'team behind the team' does not travel the world and spend their Winters on snow, but without them the athletes would not be able to compete at the top level. And finally, a special thank you to Vicky Gosling and Dan Hunt - they have formed a formidable duo combining energy, impact, knowledge, expertise and networks which have massively enhanced our performance as an organisation.

This Annual General Meeting provides an opportunity to review the past year, but also to ask for support on some further changes to our Articles of Association, and to appoint two new Board members.

There are four resolutions to be voted on at the meeting.

### **1. Report and Accounts**

The audited Report and Accounts for the year to 30 April 2019 are for adoption. You will see that the company has made a small loss. This largely reflects the increased activity towards helping our elite athletes and we are confident that with grants, donations and sponsorship we will be able to continue to expand our support for athletes whilst balancing our books. The Report and Accounts are available on our website.

### **2. Re-election of auditors**

The Audit and Risk Committee has recommended the reappointment of Kingston Smith, who have indicated their willingness to continue in that role.

### **3. Board membership**

Board membership is conventionally for a four-year term of office with the possibility of a second term. This year two directors retire and are eligible for re-election and two new directors are to be elected, one to fill a vacancy and the other a change to one of our Home Nations representatives.

Paula Cardwell joined the Board in August as an Independent Non-Executive Director and will be our Treasurer. She is up for election for a four-year term of office until the end of the 2023 AGM and fills the vacancy left by Jo Poulton who left us in March to become the Chair of British Bobsleigh and Skeleton.

Wayne Glasse Davies has been one of the Home Nations' representatives since 2016 and retires at this AGM. His replacement is Trafford Wilson, currently Chief Executive of Snowsport Scotland, who is up for election for a four-year term until the end of the 2023 AGM.

Iain Mackay, who chairs the Freestyle Discipline Committee, has been a director since 2014 and is up for re-election for a further three-year term until the end of the 2022 AGM.

I have served four years as Chairman and am also up for re-election for a four-year period until the end of the 2023 AGM.

I would like to thank both Jo Poulton and Wayne Glasse Davies for their invaluable contributions to the Board's discussions during their terms of office.

#### **4. Proposed new Articles of Association**

We have made some changes to reflect the requirements of our various stakeholders, and to reflect the way in which we operate today. Specifically we have formed a Selection Panel to implement the GBS Selection Policy. We have also made the Home Nations representatives on our board ex officio directors; this means that their directorships of GBS will cease if they should leave the employment or service of their Home Nation. A copy of the proposed new Articles is available on the website together with the existing articles. If anyone should have a specific question in relation to the new articles please address it to [john.wade@gbsnowsport.com](mailto:john.wade@gbsnowsport.com).

We all look forward to the coming months, and hopefully will enjoy continued progress towards our goal. Thank you for your continued support.

Yours faithfully

Rory Tapner

**Chairman**