



41st Annual General Meeting

41st Annual General Meeting and Review of Disability Snowsport UK to be held on-line and by post between 26th March and 5th April 2021

Welcome

Welcome to the 41st Annual General Meeting of DSUK. This meeting will open on Friday 26th March at 3pm and close on Monday 5th April at 10am.

TO COMMENT OR ASK QUESTIONS DURING THE AGM

To comment or ask questions on any agenda item please email agm@disabilitysnowsport.org.uk stating which agenda item you are referring to.

All questions and responses will be emailed to all AGM participants who have registered as stated above.

Voting

On-line

<https://www.surveymonkey.co.uk/r/R8ST7LD>

This link will take you straight to the voting form



41st Annual General Meeting

Agenda

1. APOLOGIES

2. MINUTES OF THE 40th AGM

[Click Here to View](#)

3. WELCOME FROM THE CEO

[Click Here to View](#)

4. CHAIRMAN'S REPORT

[Click Here to View](#)

5. TREASURER'S REPORT

ANNUAL ACCOUNTS

[Click Here to View](#)

FINANCIAL REPORT

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5.1 APPROVAL AND ADOPTION OF ACCOUNTS

The resolution is to approve and adopt the accounts.

Please vote

5.2 APPOINTMENT OF AUDITOR

The resolution is to delegate the appointment of the auditors to the Trustees and allow them to determine their remuneration.

Please vote

6. ANNUAL REVIEW

6.1 HEAD OF OPERATIONS REPORT

[Click Here to View](#)

6.2 HEAD OF SNOWSPORT REPORT

[Click Here to View](#)

6.2 FUNDRAISING REPORT

[Click Here to View](#)

7. RETIREMENT AND ELECTION OF EXECUTIVE COMMITTEE

7.1 TRUSTEE APPOINTMENTS

The Board are proposing this AGM re-election of 4 current Trustees who have reached the end of their first 3-year term. These Trustees have been invited to stand for a second term as part of the Board succession planning that is being carried out by the Nominations, Remunerations and Governance Committee.

This year the Board have also co-opted five new Trustees to ensure we have the appropriate skill set within the board to carry out our corporate duties. Two of these co-opted Trustees have been asked to come forwards for membership voting at this AGM.

Please find full details below:

7.1.1 PROPOSAL TO RE-ELECT EDD JONES

Edd has been a skier with DSUK for about 15 years, both at snow domes and on overseas activity weeks and was appointed as a Trustee in 2017. As a Trustee he currently sits on the DSUK Nomination, Remuneration and Governance committee as well as the Health, Safety and Wellbeing committee. He grew up with Cerebral Palsy, attending mainstream educational establishments and now works full time. Professionally he has worked in local government for 20 years undertaking various roles during this time, including data analysis, information governance (including GDPR) and more recently as a senior project manager within children, young people and family services. Away from work, he has competed internationally in wheelchair athletics events, achieving at the highest level and currently competing nationally as a hand cyclist.

Please vote

7.1.2 PROPOSAL TO RE-ELECT CARMEL TEUSNER

Carmel is an experienced non-executive director who joined the DSUK board in November 2017. She has a background in organisational development and consulting across a broad range of industries and sectors, including public and not-for-profit organisations. Carmel holds qualifications in Governance, Human Resources, Organisational Development and Psychology and is a Fellow of the Chartered Institute of Personnel Development. She currently serves on the board of Scottish Enterprise and Chairs the Nomination, Remuneration and Governance Committee for DSUK. Since joining DSUK she has actively supported the Charity, through fundraising, recruitment for the CEO and Trustee roles and in establishing stronger governance practices. A keen skier and outdoor enthusiast, she has a strong belief in the power of outdoor experiences to enhance confidence and personal development.

Please vote



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7.1.3 PROPOSAL TO RE-ELECT SHONA TATE

Shona was appointed as a DSUK Trustee in 2017 and is currently the Company Secretary. She is Chairperson of the Fundraising and PR Committee and also sits on the Health, Safety and Wellbeing Committee. She comes from a Scottish skiing family and has been involved in the snowsports industry all her life. This has included racing for Scotland and instructing in many parts of the world, she has held such roles as Secretary to the BASI board, BASI Alpine Trainer, Snowsport Scotland Tutor and is currently an IASI Alpine Trainer through which has given her the opportunity to attend 2 World Interski Congresses and be in the Demo Team for Ireland in Bulgaria in 2019. For the last 18 years Shona has worked winters in the Chamonix area of France where she now lives with her husband, they run a British Ski School there and teach all levels and ages of guests. Getting people involved in skiing, keeping participants safe and helping them enjoying the sport is her passion. Shona keeps very active supporting the charity's fundraising events and supporting the training for the snowsport school staff.

Please vote

7.1.4 PROPOSAL TO RE-ELECT GORDON RITTER

Gordon joined us in 2016 although has been indirectly involved in the charity for a number of years through his employment with TUI Group who own the tour operator Crystal Ski Holidays. Gordon is Purchasing Director for a number of TUI owned brands which includes Crystal and spent many years overseas in the alpine zones of Europe and North America working in various leadership, management & operational roles. Gordon has worked in the winter sports industry for 30 years thus has extensive product/industry knowledge and a significant network of contacts. Gordon plays a critical role in building awareness and driving fundraising efforts across his organisation, a significant income stream for the charity. In addition to general trustee responsibilities Gordon is a member of our Finance & Risk Committee and our Fundraising & PR Committee, areas where Gordon believes he can add the most value.

Please vote



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7.1.5 PROPOSAL TO ELECT LAUREN HENDERSON

Lauren has been involved with DSUK for over 10 years. Initially as a volunteer with local groups and ski schools in Central Belt and Castleford as a teenager before joining the team as an instructor in Scotland and on DSUK Holidays. Lauren holds BASI Adaptive and Alpine Qualifications and can be found regularly on our Central Belt slopes. Alongside her passion for skiing Lauren works as a Specialist Occupational Therapist in NHS with a background of working with both young people and adults. As part of this role Lauren regularly provides training and education to a range of professionals. Lauren believes that the mountains should be accessible to all. She is passionate about the power of snow sports to increase independence and the positive impact it has on health and wellbeing, as well as increasing disability awareness and accessibility. Lauren has taken on the role of Safeguarding Champion on the Health and Safety Committee.

Please vote

7.1.6 PROPOSAL TO ELECT ANNE SIMMONS

Anne joined the board in May 2020 and has jumped straight onto the Nominations, Remuneration and Governance Committee. She brings a background in technology consulting and people development to the board. Anne is a diversity, inclusion, and equity advocate, particularly women in technology but also now disability awareness and inclusion. Anne grew up skiing and is an active DSUK Volunteer and fundraiser. She can often be found at Hemel Hempstead snow centre with DSUK members and was a ski instructor in a former life in Canada and New Zealand. The mountains are Anne's happy place.

Please vote

For members information please find below an introduction to the additional 3 co-opted Trustees who have joined the Board and will hold the positions for a 3-year term.

Lisa Fox

Lisa has over twenty years' experience in the finance industry. She worked initially for JP Morgan Chase in equity sales, before joining a start up, Japaninvest Ltd, in 2004. Following Japaninvest's successful IPO in 2006 and subsequent partnership with Societe Generale, she moved first to Tokyo and then to Hong Kong, as Global Head of Sales and a Main Board Director. In 2015, Haitong International acquired Japaninvest (Ji Asia). Lisa became Deputy Head and then Head of Cash Equities for Haitong International's global equity business, overseeing offices in US, EU, India, HK, Singapore, Japan and Australia. In 2019, Lisa relocated to London in order to take up the role of UK CEO, responsible for equities, fixed income and corporate finance.



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Robbie King

Robbie is qualified as a solicitor and notary public in Scotland, as a solicitor in England & Wales and is a Fellow of the Chartered Governance Institute. Appointed to the Board in March 2021, he has over 20 year's international legal, compliance and company secretarial experience from across multiple business sectors including financial services, food and agribusiness, engineering, oil and gas, power and industrial and mining. Currently Head of Legal and Risk for Insights, Robbie enjoys spending as much of his spare time as possible outdoors practising various nordic and alpine snowsports, watersports and cycling. He is an ardent supporter of empowering people to realise their full potential through sport.

Lesleyann Russell

Lesleyann is Innovation and Strategic Grant making Manager for one of the UK largest foundations. She leads the development of strategic partnership work, investment in digital development and sharing power with young people. Prior to this role Lesleyann was Head of Quality, Risk and Assurance and was Designated Safeguarding Lead. She is committed to diversity, equity and inclusion enabling young people to thrive and prosper no matter their starting point.

Lesleyann is has a commercial background in risk management, strategy development and consultancy. She is an experienced Trustee and has previously held positions with Action for Children, SAMH, The Life Changes Trust and a number of smaller local charities.

She is a committed skier and would rather be knee deep in Colorado snow than at work any day of the week.

7.2 TRUSTEE RETIREMENTS

Since the last AGM we have had four Trustee retirements. We would like to invite the membership to join the Trustees and staff in offering a vote of thanks to Jess Brown, Helen Clatworthy, Fiona Fleming and Gareth Roberts for their very valuable service to the charity.

Jess now has a very young family and after her 3-year term is ready to find the balance between work and family life. Thank go to Jess for her business development, trust and fundraising experience which was invaluable to the board and management. Wishing Jess and her family happy times ahead.

Helen has done a power of work in her 3 years as a Trustee and held the office of Treasurer, we are very grateful for her experience and skills in this field. Helen and her family are very active DSUK members and although missed as a Trustee she will be involved in ski trips in the future so you will see her again skiing or at future events.

Fiona has completed a 3-year term on the board and is retiring at this AGM. We thank Fiona for bringing her Legal and Compliance skills in to help ensure the board and charity as a whole are operating within the Charities Act and following other Legal requirements. Fiona has helped see the charity through considerable change and has put in extremely long hours fitting in her own work and that of her Trustee requirements, so we appreciate the time that has been put aside for DSUK.



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Gareth joined the board in 2017 and brought a wealth of knowledge and skills from the snowsports and business training worlds. Keeping in touch with our snowsports industry, and other organisations within it, is key to maintaining and forming new relationships and partnerships with whom to work with, and support us, at events and functions. We all wish Gareth a warm thank you and look forward to him skiing with DSUK again.

The membership is invited to join the Trustees and staff in offering a vote of thanks to Helen, Jess, Fiona and Gareth for their service to the charity.

Please vote

As this AGM comes upon us it brings with it new challenges and opportunities. This April we must say thank you and goodbye to our CEO Mark Kelvin. Mark has steered the charity for almost 3 years and taken it forwards with fresh enthusiasm and vision.

The Board of Trustees presented him with a very full and comprehensive list of tasks when he came into position including improving the IT system, implementing a new website and creating a booking system for the 4 DSUK Ski Schools. Alongside this the restructuring of the office management and remote staff, but one of the biggest areas Mark has developed within the Charity is member engagement.

This of course has all been challenged with Lockdown and the additional challenges imposed on the nation however the skier members, volunteers, instructors, and local groups now all have improved channels of communication and interaction with the Charity.

In 2019 Mark set up "The Skier and Snowboarder Involvement Group (SSIG)," this group has proved to be so valuable providing an opportunity for DSUK skiers, snowboarders, friends, family, and rehabilitation assistants to have a real impact on the charity's future. Through this group the members are now being given the opportunity to feedback and input to the Senior Management Team of DSUK thus helping us shape the future direction of the charity for the members.

During his time with us Mark has been very innovative and not been afraid to take part himself in many charity fundraising events from the "kilted walk" to spending 24hrs in his ski kit, walking around Glasgow with his dog Phoebe in full kit including boots, helmet and goggles!

The world is a different place now having been turned upside down with Covid, most of the DSUK staff have been on furlough which meant Mark and his very reduced staff worked tirelessly to keep the charity active and engaged with you the members.

This lockdown has however given everyone time to reflect and seek out their passions in life. Mark has chosen to move ahead into a new sector to take up a new challenge for himself. We wish him well from all the members, staff, trustees and hope that he will keep skiing as one of his passions.

The membership is invited to join the Trustees and staff in offering a vote of thanks to Mark for his service to the charity.

Please vote



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8 ANY OTHER BUSINESS

DON'T FORGET TO VOTE

On-line

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TO COMMENT & ASK QUESTIONS

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