

Minutes of the 41st Annual General Meeting

The meeting opened via email discussion and website documents on 26th March 2021

Present at meeting

Lisa Hall, Joanne Wiltshire, John Rosenfield, Steven West, Caroline Watson, Liz Philpott, Beth B, Matthew Boycott, Sue Jenner, Don McCutchan, Judy Ekins, Helen Thomson, Josh McDonagh, Andy Winspeare, Elisabeth Greene, Rosemary Beale, Amy Baxter, Jill Kennedy, Norman Whyte, Eric Norman Walker, Fiona Thom, Eileen Knowles, Lisa Fox, Edd Jones, Claire Pimm, Shona Tate, Carmel Teusner, John Patchett, Lesleyann Russell, Lauren Henderson, Anne Simmons, Gordon Ritter, Catherine Rose, Mark Kelvin, Rachel Davies, Stephen Smaje, Duncan Spink, Peter Thorpe, Leonie Bird, Jonathan McCandless

1. APOLOGIES

No apologies received

2. MINUTES OF THE 40th AGM

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3. WELCOME FROM THE CEO

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4. CHAIRMAN'S REPORT

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5. TREASURER'S REPORT

ANNUAL ACCOUNTS

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FINANCIAL REPORT

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5.1 APPROVAL AND ADOPTION OF ACCOUNTS

The resolution is to approve and adopt the accounts.

- The resolution to approve and adopt the accounts was passed by majority 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.

- The resolution to delegate responsibility to the Trustees to appoint the auditors and determine their remuneration was passed by majority vote

6. ANNUAL REVIEW

6.1 HEAD OF OPERATIONS REPORT

[Click Here to View](#)

6.2 HEAD OF SNOWSPORT REPORT

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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.

- Edd Jones elected to the Board by majority 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.

- Carmel Teusner elected to the Board by majority vote with one abstention

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.

- Shona Tate elected to the Board by majority 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.

- Gordon Ritter elected to the Board by majority vote

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 out 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 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.

- Lauren Henderson elected to the Board by majority 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.

- Anne Simmons elected to the Board by majority 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.

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.

- This vote was carried by the members

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.

- This vote was carried by the members

8 ANY OTHER BUSINESS

Steven West – 2nd April

Firstly, thank you to everyone for their dedication during what must have been a very difficult year.

In several of the AGM reports reference has been made to how hard the year has been and the huge impact Covid has made to both delivery and fundraising.

As these two areas of activity have the largest impact on the charities expenditure and income would you be able to give a summary of the current financial position.

I understand the accounts have not been audited for the year 2019-2020 and am not asking for anything like that detail.

Could you advise the level of reserves we have available currently and an indication of if these are at a level to see us through the pandemic now that things are looking like they are returning to some sort of normality.

Thank you for your question. The 2020 accounts are not quite ready however I can confirm we made a surplus for the year ending September 2020 of circa £34,000. The unrestricted cashflow is still being reconciled by the accountant but our in house accounts showed a healthy unrestricted cash position at this time. Currently our unrestricted cash reserves are £82,000 and whilst they are lower than we aim to maintain, understandably given the current climate, the management and trustees are working to build on that level over the coming months. We are continuing to utilise the Government Job Retention Scheme (furlough) and making further savings elsewhere. We were fortunate, and thankful, to our members and supporters who supported us with our urgent fundraising appeal which raised over £35,000. Looking forward, with the lifting of restrictions, the fundraising team are planning a number of corporate and public fundraising events.

Have there been any indications from Crystal to the level of support they feel they will be able to offer following the difficult year they have had?

Their support has been instrumental to the overall charity and the trips specifically over the years.

Have they indicated if they will be able to send the same numbers of staff as helpers on the upcoming trips? If this is reduced do we have contingency plans in place to encourage volunteer members to attend trips in greater numbers?

Despite the very difficult year for the travel industry, Crystal are still committed to supporting DSUK and we continue to build on our strong relationship with them. We have received a financial donation from them already this year and we are hopeful that when restrictions ease around the world, and their customers return to book their ski holidays, these donations will continue.

We are currently in the process of planning our 2022 holidays and part of that plan is the recruitment of Crystal staff and additional volunteer members to come as helpers. We haven't yet begun the discussion with Crystal regarding their staff. Currently our focus is exploring destinations where BASI instructors will be permitted to teach now that qualifications are no longer automatically recognised post Brexit.



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Norman Whyte - 3rd April

I would be interested to know from snowsport report more detail of changes at Cairngorm.

The uplift next to the DSUK office has always been a very fast and steep take off that it has made it difficult for sit skiers to use it. Cairngorm Mountain have made changes to the start so that it is a gentler slope and will mean people can access the slopes from the car park area.

Steven West – 3rd April

Could I please propose a vote of thanks to Keira Young who left DSUK during the last year.

As many members will be aware Keira has been involved for many years as a volunteer, instructor, ski school manager, fundraiser and fundraising manager.

Thank you Keira and good wishes in your new adventures.

Thank you for your email.

The usual business of an AGM is to receive the annual accounts and directors' report; and for members to elect Trustees / Directors to the Board. It is normal therefore to recognise those who are departing the Board as well as those who are joining. As this is a formal governance process not a social event, staff, volunteer and member contributions are recognised and celebrated through other forums.

An amendment to the annual accounts:

Further information regarding the Susan Hall Fund (page 25 of the annual accounts) – This Fund is to provide subsidy for individual disabled members who are experiencing financial hardship and wish to take the opportunity to attend one of our overseas activities.

The AGM was closed at 10am on Monday 5th April 2021