



15th November 2024

Dear Member,

The Annual General Meeting (AGM) of The British Water Ski & Wakeboard Federation Limited, will be held on Sunday 19 January 2025 at 1 p.m. at the Queen's Club, Palliser Road, London, W14 9EQ

Please find enclosed your AGM Notice – we look forward to welcoming you to this year's AGM at the Queens Club in London.

The AGM will in the usual way deal with receiving the accounts of BWSW for the year ended 31st March 2024, the re-appointment of the auditors and the appointment / re-appointment of directors. In addition, it will deal with some proposed changes to the articles of association (**Articles**) which are described in more detail below.

Accounts

The accounts for the year ended 31 March 24 show a deficit on ordinary course activities of approximately £30,000. The board has taken into account this deficit in their actions in the current year with a view to moderating costs appropriately. Obviously growing the income line remains the priority for the board.

It should be noted that the directors have also determined that the £64,000 of surplus Friends of Tournament and Friends of Wake funds carried forward into 2022/23 should, going forward, be reflected by including all income and expenditure in the accounts rather than just the net sum. The accounts have been restated in the 2022/23 accounts, to this limited extent, accordingly.

The board would like to place on record their considerable appreciation for the work of treasurer and director Andy Phillips in ensuring the availability of up to date financial information which has greatly assisted in every day decision making.

The accounts for 2023/2024 have been filed, as in previous years, by 31 December 2024 to ensure compliance with company law. In the usual way an ordinary resolution (numbered 1) will be proposed at the AGM to receive those accounts.

Appointment/re-appointment of directors

Subject to the exceptions in the Articles, Martin Winter, the BWSW Chair and Steve Sopp, Vice Chair and long standing BWSW director, are due to stand down this year as both have otherwise reached their maximum term as contemplated by the Sports Code and the Articles. As many of you will be aware the BWSW Nominations Committee are hard at work seeking to identify a new Chair.

In exceptional circumstances a director's appointment may be extended by a year if approved by a Special Resolution of the Company. Given the need for succession planning, Martin has indicated that he is available to continue for a period post the AGM and Steve has indicated that he is available for up to a year. A Special Resolution requires a 75% voting majority in favour at the meeting.

Martin and Steve have nonetheless confirmed their willingness to stand down at the AGM if candidates satisfactory to the board, as Chair and a director respectively, are nominated pursuant to the process set out in this circular. Assuming no such nominations Special Resolutions (numbered 3 and 4) will be proposed at the AGM to continue the appointment of Martin and Steve post the AGM.

The AGM is the usual time for our member clubs and centres to consider putting forward candidates they consider to have the requisite skill and experience to fulfil the role of director. Member clubs should feel free to make such nominations as they consider appropriate.

In this respect Maggie Curtis has decided to step down at the AGM from the board after serving 5 years as a director. We are very grateful for her contribution and in particular the insight she has brought to the board from the perspective of voluntary clubs.

Richard Fogden stood down in October 2024 as an Independent Director. We are also very grateful to Rich for the time he put in and his input on the need for due focus by the board on strategy.

This accordingly means two vacancies on the board (subject to any interim appointment(s) as a result of the process referenced in the next para and currently underway). The number of vacancies would be increased by one or two in the event that Martin Winter and/or Steve Sopp are not re-appointed at the AGM.

We have advertised for new directors, in any event, as part of the search for a successor to Martin Winter as Chair. Our current director search targets potential Independent Directors, in particular.

Please note that anyone thinking of applying to be a director needs to commit to a minimum time contribution of at least 8 hours a month and regularly attend board meetings. Some directors devote a very significant additional amount of time. BWSW has suffered a serious diminution in paid staff over the last few years. A very material amount of work has been done over a similar period, with major volunteer input, in order to address core BWSW operating requirements. Nonetheless there remains more to be done.

We are keen to fill positions with those who have an interest in the whole sport of water skiing and wakeboarding, whether behind the boat or cable, and its long-term future. Key to standing is that a candidate can bring important skills, strategic insight and relevant experience to the organisation and is prepared to make a meaningful contribution, including outside of board meetings. Under the terms of our Sport England funding we (and all of our

committees) are subject to the Code for Sports Governance and all directors need to be fully cognisant of these requirements. As importantly, directors also need to be aware of the serious company law requirements of holding a directorship position and the attendant responsibilities as regards financial scrutiny, safeguarding the Company's assets and, as a duty owed to the Company, to stakeholders.

We do wish to attract new people into the organisation and are keen to attract younger people and more women. The board has adopted a target of a minimum of 35% female board representation. A knowledge of sport and club management are important as we are a sport, but British Water Ski & Wakeboard is essentially also a business and so business acumen and relevant skills are also very important. A key ongoing aim is to increase the diversity of the board. We recognise the importance of diversity in enabling the organisation to make decisions more effectively by reducing the risk of 'group-think', as well as contributing to a wider understanding of our members and participants and helping us to identify potential new markets for our sport. We welcome applicants from all sectors of society and, in particular, from under-represented groups, based on their skills and experience.

Any nominations should be made following a skills-based assessment by the nominating member. Completed nominations forms should be received at our office prior to: *5pm on 6th December 2024* so that details of any additional nominations can be circulated to members.

Changes to the Articles

Racing

We have highlighted in the past BWSW's decision not to sanction Racing given the unavailability of insurance. In subsequently seeking to sanction uninsured activity, issues were identified in the Racing paperwork which BWSW was advised, by a health and safety consultant, could have exposed it to criminal sanction under Health & Safety legislation, in the event of a serious incident. In this context it has become clear to the board that Racing needs to move forward as an autonomous entity given the particular risk profile and specialist expertise required, as well as the particular approach of the Racing Councils of both the European Confederation of the International Waterski & Wakeboard Federation and IWWF itself. This separation follows the model adopted in Australia with Ski Racing Australia a quite distinct body from Waterski and Wakeboard Australia. We have been in discussion with the former BWSW Racing Committee, UK Waterski Racing (who have continued with a calendar of unsanctioned events) and EC/IWWF with a view to setting up an appropriate structure involving direct sanctioning from these last two bodies. The EC, IWWF and UK Waterski Racing have expressed satisfaction with the proposal put forward by BWSW.

In this context Special Resolution numbered 5 will be proposed to delete Racing from the definition of "Discipline" in the Articles.

The board wish all Racing enthusiasts all the best for the future of their sport in this new arrangement.

Cable owners and the Advisory Council

The board has long since identified the need to achieve engagement with participants in cable. Development Officer Keir Boissevain spends the larger part of his time on working with cable owners on the cable agenda. It is clear cable participants represent a younger and more

diverse cohort and therefore represent an outstanding opportunity to enlarge the sphere of BWSW influence, as well as fulfilling our funding obligations to Sport England. The cable owners constitute the gateway to cable participants and Keir Boissevain has suggested that the accredited cable sites should be represented on the Advisory Council. The board has readily approved this suggestion.


Special resolution numbered 6 will therefore be proposed to allow the accredited commercial cable operators to appoint one representative to the Advisory Council

Member involvement

Finally we strongly reiterate that involvement from members is welcomed at every level including at Discipline or Advisory Council level. It is a particular requirement of our Sport England funding, as reflected in our Articles, that a democratic process is at the heart of our structures and this is something we need to continue to work on, not least given the issues in attracting new volunteers.

We look forward to seeing you at this AGM and, as a final point, stress that we are always open to suggestions as to the benefits/disbenefits of physical v virtual member meetings and alternative venues for future AGMs.

Yours sincerely,



Patrick Donovan
CEO

[Board Nominations Form and other AGM resources](#)



Honorary President: Lord Moynihan | Chair: Martin Winter
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