



# MINUTES

Of the meeting of the **British Water Ski & Wakeboard Board** held on  
**Friday 20<sup>th</sup> December 2024** via **Video Conference Call**

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## 1. To Record Attendance and Apologies for Absence.

### **Present:**

Martin Winter  
Steve Sopp  
Andy Phillips  
Michael Lock  
Anny Wooldridge  
Patrick Donovan

Kylie Cooper

### **Apologies:**

Margaret Curtis

## 2. To consider Recommendations of the Nominations Committee (NC) re Appointment of Independent Directors.

Following on from a widely advertised, open and skills-based recruitment process eleven applications were received which had been cut down to a shortlist of five who had been interviewed and who had all come across very strongly. Post interview process the NC recommended one candidate for appointment to one of the available director vacancies, subject to gaining further understanding of their ability to commit to the time required. Additionally, to offer two of the other candidates the possibility of taking part in individual projects in relation to i) sponsorship and ii) a digital / communications plan with internal support / a learning opportunity provided regarding the scope of the sport. The aim was to use these projects as an aspect of the decision making process for appointment to the second director vacancy. It was further noted that filling the chair/vice chair position might well require a transition process. Given the maximum number of directors was fixed at eight keeping the director number at seven would facilitate this approach.

**Action:** Andy to contact the candidates giving them a limited but reasonable period of time over the festive period to consider and confirm their acceptance or otherwise of the above. Patrick would write to all interviewees not being taken forward thanking them for their time and explaining the difficulty of the decision making and the need to balance the board skills with that of the existing incumbents.

## 3. Board Diversity Proposal

A board diversity proposal from our EDI Lead was circulated prior to the meeting for consideration. The scope of the proposal was discussed and the targets agreed by all present as appropriate and would inform future recruitment as part of any skills-based recruitment drive.

## 4. BWSW Response to Board External Evaluation

The Board is required under the Sports Code (requirement 4.3 (b)) to agree and implement any approved actions following the evaluation. The external evaluation had been facilitated in April 2024 and consideration given to the points raised via an initial draft response. A further newly revised response had been circulated for today's meeting outlining a number of observations and actions together with a detailed schedule of work on operational leaning actions by the Board members and others considering the staff resource available.

A note of thanks to Martin on his considerable time input into the response documentation.

**Action:** It was agreed to adopt the response as an internal record of the Board's response to the external evaluation. It was noted following on from the discussion that there was a need to revisit committee evaluations once again in 2025 after less than a perfect response in 2024 on this point.

## 5. Confirmation of Future Meeting Dates.

### Board

TBC

Some additional meetings may well be required to address ad hoc issues and the proposed time for these meetings is 9am on Wednesday mornings.

### Board Sub-Group

Wednesdays 9AM

### Advisory Council

Tuesday 29th April 2025 TBC

### AGM

Sunday 19<sup>th</sup> January 2025 1PM Queens Club, London

The meeting closed at 14:50

### Minuted by:

Patrick Donovan

**CEO**