



# BASI ANNUAL REPORT October 2012



Link to Voting Page:

<http://www.basi.org.uk/content/members-vote-gm-20-oct-2012-glasgow.aspx>

Link to Live Webcast Page:

<http://developmentpartners.co.uk/liveroom/basi-agm>

[www.basi.org.uk](http://www.basi.org.uk)

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September 2012

Dear Fellow Member,

In this booklet you will find a package of important documents which will be discussed at the General Meeting on Saturday 20 October 2012 at the Hilton City Inn Hotel, Glasgow Scotland G3 8HN at 5pm:

The Chair and CEO Report

The Nominees for the Board of Directors

Ordinary Resolutions

Voting Details for all Resolutions

**Please note:** that the Minutes of the April 2012 GM have been posted on the BASI website in the Members area. <http://www.basi.org.uk/content/members-articles.aspx>

#### **NOTE TO MEMBERS**

It may be of assistance to Members if the Board indicated the reason for the proposed Resolution to be considered at the General Meeting. This Note is not binding, is not intended to be comprehensive and does not form part of the formal business to be considered at the Meeting. This Note is an opinion only and is not advice to Members, and so Members should reach their own conclusion on the Resolution and are free to take their own independent advice on the Resolution, and so should not vote or abstain from voting on the basis of this Note:

There are positions on the Board at the end of their term and are due for voting. The purpose of the Resolutions are to consider and vote on the candidacy of the nominated person(s) seeking election and, if thought fit, to approve one candidate to fulfil the role as detailed.

#### **How to vote:**

- Online from Members' area of BASI Website: click on Voting, each resolution needs to be voted on, when voting on Director positions please ensure you vote for only one nominee per position. To vote online <http://www.basi.org.uk/content/members-vote-gm-20-oct-2012-glasgow.aspx>

Or

- By email to [roz@basi.org.uk](mailto:roz@basi.org.uk)

Or

- By post to: BASI (General Meeting), Morlich House, 17 The Square, Grantown-on-Spey, Morayshire, PH26 3HG

Or

- By Proxy – form attached, please send by email or post (full details on the form). Email/post proxy voting must be received no later than 48 hours before the time of the meeting (deadline at 5pm on the 18 October 2012)

Or

- In person at: The BASI GM at the Hilton City Inn Hotel, Glasgow, Scotland on Saturday 20 October 2012 at 5pm,

**Please note:** That voting for the Snowboard Director is by all Full & Life **Snowboard Members ONLY**. Telemark Director can be voted on by all Full & Life **Telemark Members ONLY** and Trainers' Director can be voted on by current **Trainers ONLY**. The voting for Chairperson and Secretary to the Board of Directors can be voted on by all Full & Life Members. If voting online and you are not eligible to vote for Snowboard, Telemark or Trainers Directors, then submit an 'abstain' vote for these positions.

## Contents

<b>Section 1</b>	<b>Chairman and CEO Annual Reports</b>
Page 4	Chairman's Report
Page 8	CEO's Report 2012
 <b>Section 2</b>	 <b>Notice of General Meeting &amp; Director Nominations</b>
Page 10	Notice of General Meeting
Page 11	General Meeting – Agenda
Page 12	Uncontested and contested Director Vacancies
Page 17	Voting Forms for Resolutions
Page 20	Candidate CV's
 <b>Section 3</b>	 Page 29 <b>BASI Annual Accounts</b>

## Full Board of Directors 2011-12

Chairman	– Gareth Roberts
Adaptive Director	– Rachel Easton
Alpine Director	– Alex Leaf
Nordic Director	– James Davidson
Snowboard Director/Vice Chairman	– Ben Kinnear
Telemark Director	– Joe Beer
Financial Director	– Heathley Clarke
Legal Director	– Stephen Burke
Marketing Director	– Andi McCann
Members' Ombudsman	– Robbie Young
Trainers' Director	– Les Ward
Secretary	– Shona Tate

\*Any BoD Member can be contacted directly from the BoD section of the BASI website

## Chairman's Report – Report 2012



*Gareth Roberts*

**The 50th Anniversary year!** As Chairman I take great pride in leading the Association through this pivotal point in history and into the next 50 years. During this summer and coming winter we will witness a number of events to celebrate this milestone in Snowsports history. The first such event will be the 50th Anniversary Highland Gathering, set in and around the birthplace of our Association. The weekend will be packed with events and celebrations and I hope to see many of you there. We are proud to present Mr. Michael Payne as our guest speaker. Michael has been involved in the Snowsports industry for many years and started his skiing career up on the Cairngorms; he has since gone on to take a key role in the success of the Olympics and Formula One. Our International comrades will be joining other BASI officials in the House of Commons in January at a reception hosted by Danny Alexander MP.

In the autumn, the Membership & Marketing team will be heading south for the upcoming Ski & Snowboard Shows. Glasgow SECC 20th to 21st October, Birmingham NEC 26th to 28th October and the London show again in Earls Court 2, 31st October to 3rd November.

It is truly a great honour to announce the new Hon. President of BASI Sir Steve Redgrave. Sir Steve has had a busy few months due to his hectic role in the London 2012 Olympic Games, but during the Crystal Ski Fest 2012, and over a nice bottle of Italian red, he shook my hand and agreed to take on the role. Sir Steve, a BASI Member himself since 2009, will be a great inspiration to all of us. He is one

of the most successful and well-respected athletes in the world. We saw him collect the Olympic flame from David Beckham and carry it into the Stadium handing it over to the young athletes to light the final cauldron of fire. The dedication, support and empathy he showed towards the great Olympians competing this year has been nothing but amazing and we will look forward to welcoming him to the slopes and courses around Europe to receive his encouragement, advice and support.

It always saddens me to lose a Member, whether it is a Member, Staff Member or a Board Member but none more than Shona Tate, Secretary to the Board. Shona steps down from the Board this year following many years of support. Shona has always stepped up to the mark keeping our previous Chairman Andy Lockerbie and myself in line. Her commitment to BASI has been invaluable and at times at cost to her own business and family life, and for that reason I would like to personally thank Shona for all of her hard work and effort during the years. Our Association is undoubtedly in a better place with her input.

It was a pleasure to welcome to the Board earlier this Spring James Davidson, Nordic Director and Stephen Burke, Legal Director. New Members to the Board bring some dynamic thinking and positive ideas to help move the Association forward. Stephen and James attended their first Board meeting in July at the BASI HQ and got stuck into the Board and Office Staff development day.

This Autumn sees a number of Trainers and Tutors leave the current active list so I would like to thank every one of you on behalf of the Board, Executive and Membership for your input, passion, commitment and enthusiasm. Without this dedication BASI would not be where it is, thank you.

I am pleased to say that BASI continues to be in a strong financial position. Please take time to review the financial report that will give you greater detail of the Associations performance over the past twelve months. A continuing strong financial position is very important to sustainability and development of the Association and one of the most important responsibilities of the Board of Directors. Many thanks to Bill Baird, Financial Controller for his dedication and professionalism.

Earlier this year the Board of Directors signed up to the Sport Alliance and Recreation Code of Good

Governance. The role of the Board has changed dramatically over the last few years and I wanted to ensure that the future of our Association and the efforts of all involved were being governed appropriately. Further positive changes are being researched by your Board and Executive, which once decided upon, will be made known to the Membership for consultation. The Code of Good Governance is recognised by the British Government as a sign of quality and commitment. A number of your Board Members will be taking part in seminars and workshops to further inform us on the roles of the Board and ensure a truly positive future for BASI. The Board of Directors and Executive have also been busy of late reviewing and updating the policies of our Association to ensure greater clarity within the Membership.

After each Board meeting we strive to hold, if possible, an Open Forum for everyone to attend. These have proved very popular to those Members that have been available to attend. It is a great way to engage with your Board and Executive, get to know what we are thinking and even pass on your own ideas for the future of the Association. A number of ideas voiced by you, the Membership, have already been taken back to the office. One great example of this is the course waiting list that was suggested in Hintertux last spring.

As James Davidson has been recently appointed to the vacant Nordic Director post it is perhaps not surprising that there is little to report on the Nordic front. That said wheels are turning. Much of what has been reported previously is still ongoing, ie still in development. That includes the new Level 1 Course; new Nordic Manual; and the feasibility of an Adaptive module. Embodiment of changes to the Executive Senior Management Team, and the change process across all disciplines has had an obvious impact on Nordic. A more positive note is that the groundwork has been done. The detail has been received for the new manual and Level 1 course; these now require peer review and an action plan for implementation.

The current Nordic Director has shared his view of a way forward and this will be addressed in the coming year. The BASI survey should provide some of the necessary information for analysis of the Nordic Membership, its activity, and requirements. That coupled with a targeted approach to increase the commercial opportunity for BASI professional Nordic Instructors is also a target for Nordic. There is work to be done.

James Davidson has not received much

communication from the Membership and that might be linked to the summer season. To make further progress on some of the initiatives in hand, and others that may not have been considered, Members are encouraged to pose their questions and comments by getting in touch with James or the Executive.

Rachel Easton has now been the Adaptive Director for 12 months. Rachel had a clear vision when she was appointed to the Board and has been working to fulfil this.

Rachel has always wanted to make Adaptive Snowboarding a part of BASI. Ben Kinnear and Rachel went to the Ski Spectacular in Breckenridge, USA to learn more about adaptive snowboarding. The Ski Spectacular is a conference for disabled skiers and adaptive instructors. It was a great way for them to see how adaptive snowboarding is delivered in America and Ben also attended the level one PSIA course. Ben and Rachel have been working tirelessly together to write the BASI Adaptive Snowboard course over the summer and are really pleased to announce that the first pilot level one course will be delivered in October 2012. The course will include Bi Ski and Learning difficulties. In the future BASI are hoping to add a level 2 and 3 to the suite of Adaptive Snowboard courses. This summer has seen an increase in Adaptive Level 1 ski courses being delivered due to the increase of the availability of Trainers. Level 1 courses are in high demand due to people wanting to do them as a second discipline and to teach the large amount of disabled people wanting to access snowsports.

It has been a very busy year for Snowboard, with quite a number of developments in progress. Some of these developments have been a long time in the planning stages, so it is with great excitement that Ben Kinnear is able to announce the commencement of some of these projects.

Over the course of the summer 2012, the snowboard coaching modules (along with the alpine) have been undergoing an overhaul to bring them to the forefront of the coaching world. Whilst this has without doubt been frustrating for some Members keen to book onto these modules, the development is very near completion and courses will be ready for booking later this year.

This development includes the production of a new Freeski, Snowboard and Alpine specific reference material and course workbook, which has been developed in conjunction with the coaches of the

world class GB Freestyle Ski and Snowboard Teams. The thinking behind much of the course content and ethos comes from cutting edge freestyle coaching which has led the way in securing funding for the GB Freestyle Ski and Snowboard Teams from the funding body UK Sport. The GB slopestyle athletes in Ski and Snowboard are among the best in the world, with Jenny Jones having won three X Games gold medals and James Woods a Bronze. There has never been a more exciting time to become involved in Freeski Snowsports coaching!

Ben is pleased to announce that work on a new Snowboard Manual had begun, as of July this year. Whilst this project will take some time to reach production, Ben is very happy that the team behind this will produce the very best. It's exciting, and will ensure that all the latest technical and teaching theory is presented in BASI Snowboard resources, whilst allowing for regular updates in the future.

Ben is also pleased to announce that the snowboard Membership deals and opportunities continue to expand. BASI snowboard Members can expect discounts and support from more suppliers by next season. These are on top of the discounts available to all BASI Members, and include Westbeach, Apo, Celtek and Dragon eyewear. More are yet to be confirmed but keep an eye on the Members area.

Lots of individuals have been working hard to build these relationships with brands. Please help by refraining from abusing any discount codes or offers, and understand that this is a two-way relationship!

Alex Leaf, BASI's Alpine Director, is encouraged by the positive developments within the Alpine discipline. Many people are moving into the Snowsports sector from 'city' professional life. It is reported that they see skiing as an alternative way of providing a living whilst providing a fantastic way of life. This coupled with amazing snow conditions of last season has enabled many skiers to experience a wide range of conditions to develop their performance. We hope that the forthcoming season will bring forward more potential ski Instructors wishing to further their career in Snowsports.

As a response to a call from the Membership, we have all seen the addition of BASI's performance training courses, which were introduced within the last 12 months. These courses offer the Membership the opportunity to improve their ski performance without any pressure of certification. It is clear the

benefit these courses will have developing the skills of ski teachers at all levels.

Developing BASI's reputation for providing World Class Snowsports Teachers is high on the Association's agenda. A number of Trainers and ISTD's who attended this year Crystal Ski Fest based in Sestriere, Italy. Alex Leaf's article in BASI News issue 106 gives you some idea of how BASI is working to get our name out there! The Ski Fest attended by Sir Steve Redgrave, our new Hon. President, is a highlight for the tour operator TUI/CRYSTAL and is a great promotional event for BASI. The Trainers were busy educating British ski holiday makers promoting that British instruction is available in all parts of the world, in many ski schools and encouraged everyone to research, source and request a British Qualified Snowsports Teacher wherever they went on holiday. It is also however, the responsibility of every Member to promote BASI and our British Qualified Snowsport Teachers to everyone we meet wherever we are, fly the BASI flag with pride.

May this year saw the ISIA General meeting take place in Krakow, Poland. The successful election of Dave Renouf, Corporate Affairs Manager, onto the ISIA Presidium was fantastic news for BASI. This ensures that the Association is continually developing and is regarded as a major contributor to the ISIA. With many changes and developments recently in the International arena, it is crucial that our role to represent our Members in all areas of International affairs is pivotal in BASI's ethos.

The Challenge des Moniteurs 2012. The article in BASI news issue 106 by Dave Renouf is a superb piece on Anglo French relationships and how bridges are being built to establish a strong working partnership. Dave's passion, knowledge and understanding of this subject are second to none. I'm really pleased that someone like Dave who appreciates the level, the culture and the history of these skiing nations is still involved. If you haven't read the article yet, I recommend you do!

Looking back over the last year, the Marketing & Membership Team and Director Andi McCann have been busy. The department has implemented a 5 year communication plan, increased the number of Pro deals and conducted the BASI 50th Anniversary survey. They were also instrumental in the implementation of the new Social Media guidelines policy. Work continues on a range of strategic issues including the BASI brand guidelines as well

as the busy day to day operation. Andi McCann was awarded the Hazel Bain Award for his commitment to the Association over the past 25 years and dedication to the Interski Demonstration Team at the General meeting in October 2011.

The plans for the Interski event are on track, dates for Team selection set, sponsors being negotiated with, Member’s package for the event being planned. Please contact Andi or Tania if you have any great sponsorship ideas or contacts for this amazing once every 4 years event, our own Olympics for Instructors with 39 countries attending!

Over 70 Members were awarded Life Member badges during the year and there are an ever-increasing number of Member’s benefits being listed for the 2013 season. This includes the new Financial Protection Insurance, covering life, income, mortgage and critical illness cover, all vital for the Snowsports professional. For further information please visit the BASI website.

The BASI website, e-News and BASI News and the ‘New’ Members Handbook are great sources of information whether you’re simply looking at the

news and what’s happening, attending a new course and need to know the criteria required or looking for the latest offers. Our aim is to make everything more transparent and easy to understand, your job is to keep up to date with this information so we all know what’s happening. I hope that you have found this report and others in the Annual Report interesting, let me know if you have any questions, I hope I haven’t missed anything!

It leaves me to wish you all a great start to the coming winter, a prosperous season and most importantly, have fun doing it! I, the Board and Executive look forward to catching up with many of you over the coming winter, let’s hope it’s a good one. Be safe whatever you choose to do, and fly the BASI flag with pride.

**Gareth Roberts**  
*Chairman*

[gareth@basi.org.uk](mailto:gareth@basi.org.uk)

## CEO's Report 2012



Fergus Waters

Welcome to our Annual Report. I am pleased to report that our Association has continued to move forwards and enjoyed a year with developments and activities that reflect the passion and support which drives our advances. The year has been a very busy one and I'd like to pick on just a few points here and give you some figures from the past year.

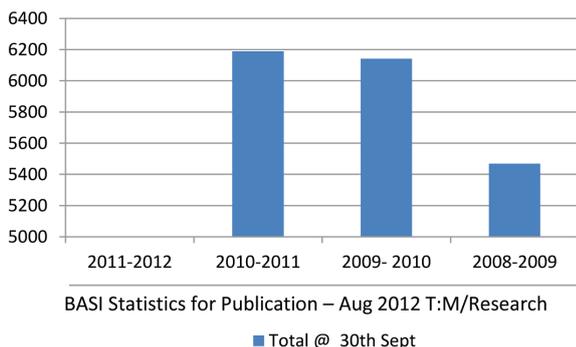
On the international scene we have had some significant developments. The focus of the European Union on the alignment of eight hundred professional qualifications across Europe has spotlighted our Ski Instructors qualifications, alongside other professions like Doctors and Architects, as the drive for alignment of the first round of four hundred professions is rolled out by the EU. BASI has been working with the UK Government in representing British interests

in the discussions with all the EU nations with snowsports sectors. The resulting Memorandum of Understanding has strengthened the recognition of our Association and our Members' qualifications. It will speed up the recognition of qualifications between the signatory nations and may also lead to future developments in qualification alignment. In another international arena, congratulations go to our Corporate Affairs Manager, Dave Renouf, on his election to the Presidium of the International Ski Instructors Association which marks a change for us and our thanks go to Vittorio Caffi, our previous representative, who has done great work on the Technical Committee of the ISIA and also deserves congratulations on his re-election as the new Irish representative. In yet another international forum, BASI also hosted our first IVSS meeting at Grantown in October 2011.

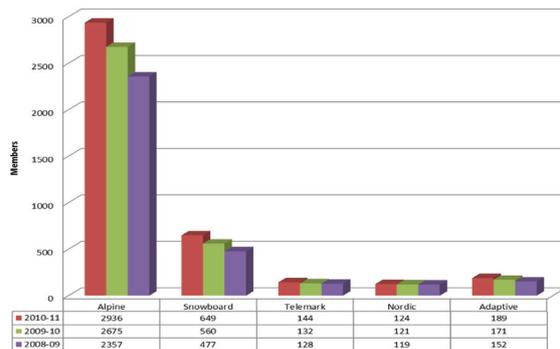
It was great to spend some time with Members at the activities and events throughout the year. We had a presence at all the Ski Shows where we met and chatted with lots of Members and prospective Members and we also attended the Snowsports Festival in Edinburgh to raise the profile of BASI. Following last years successful launch of our new Alpine Manual, sales have continued to go well and the Manual has already gone into its second print run. Our office staff attended some of the spring courses to familiarise themselves with the resort and course operations and also spent time meeting Members as well as experiencing excellent conditions for some personal development on snow.

The Snow Life Awards were re-launched in Autumn 2011. In partnership with Snowsports England,

**BASI Total Membership @ 30th September 2011**



**BASI Licensed Membership Composition by Year and Discipline 2008 - 2011**



NOTES: Composition chart does not include Associate Members, Non Licensed Members, Alpine Coach, Freestyle Coach, Snowboard Coach, Alpine Freestyle, Development Coach  
BASI Statistics for Publication – Aug 2012 T:M/Research

Snowsports Wales and Snowsports Scotland. The new UK Coaching Pathway has been developed for Members seeking these qualifications as part of their Level 3 or Level 4 qualifications or as a standalone addition to their portfolio. Roy Henderson and Ben Kinnear attended the Breckenridge Conference on Adaptive snowsports, with representatives of DSUK, and came back with lots of new ideas which have been channelled into development of our Adaptive courses including our new adaptive snowboard materials.

We launched a new Life Members badge this year, recognising BASI Members who have been continuous Members for 25 years and have reached the grand age of sixty, and many of the existing Life Members wrote to tell us of their pride in receiving this badge, Hans Kuwall even managed to get his on TV, and some other Members suddenly realised that they were also eligible for the award! Congratulations to all of the new Life Members and we look forward to seeing you out on the slopes with your badges on display.

Before I pick up on some of the statistics from the past year I'd like to draw your attention to the financial

report elsewhere in this Annual Report which gives details of our performance and financial health in these challenging economic times. The growth in Members' income and the continued strength of our reserves are positive indicators of our Association's strength while the drop in turnover, partly due to the lack of coaching courses during the development of the new UKCP, has been carefully managed to keep the Association in balance and allow us to move into the future with confidence.

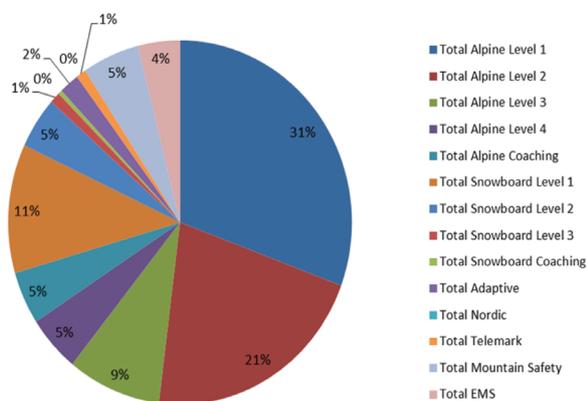
I hope that the enclosed reports and the summary above give you an overview and insight into the activities of our Association over the past year. We look forward to seeing you out on the slopes, sharing our passion for snowsports, or meeting with you at the many events during our 50th Anniversary year.

**Fergus Waters**

CEO

[fergus@basi.org.uk](mailto:fergus@basi.org.uk)

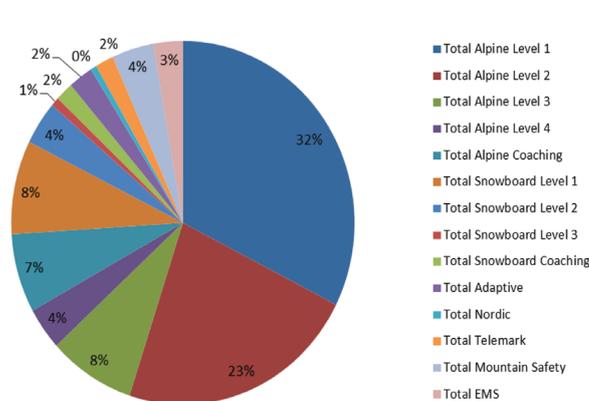
**Discipline Composition for Courses 2011/12**



2011/12 Discipline Composition for Courses			%
Total Alpine Level 1	817	31	
Total Alpine Level 2	568	21	
Total Alpine Level 3	235	9	
Total Alpine Level 4	134	5	65.8
Total Alpine Coaching	125	5	4.7
Total Snowboard Level 1	305	11	
Total Snowboard Level 2	122	5	
Total Snowboard Level 3	26	1	17.0
Total Snowboard Coaching	10	0.4	0.4
Total Adaptive	50	2	1.9
Total Nordic	0	0	0
Total Telemark	25	1	0.9
Total Mountain Safety	143	5	5.4
Total EMS	105	4	3.9
Total	2665		
Grand Total Inc Note 1	3042		

Note: Excludes refreshers/conversions  
Rounded to nearest percentage point

**Discipline Composition for Courses 2010/11**



2010/11 Discipline Composition for Courses			%
Total Alpine Level 1	1066	32	
Total Alpine Level 2	742	23	
Total Alpine Level 3	268	8	
Total Alpine Level 4	124	4	67
Total Alpine Coaching	231	7	7
Total Snowboard Level 1	274	8	
Total Snowboard Level 2	127	4	
Total Snowboard Level 3	26	1	13
Total Snowboard Coaching	55	2	2
Total Adaptive	76	2	2
Total Nordic	19	0.7	0.7
Total Telemark	57	2	2
Total Mountain Safety	129	4	4
Total EMS	91	3	3
TOTAL	3285		
Grand Total Inc Note 1	3632		

Note: Excludes refreshers/conversions  
Rounded to nearest percentage point

## Notice of General Meeting and Director Nominations

### THE BRITISH ASSOCIATION OF SNOWSPORT INSTRUCTORS LIMITED ('Company')

Notice is hereby given that a General Meeting of The British Association of Snowsport Instructors Limited shall be held at The Hilton City Inn Hotel, Glasgow, Scotland on 20 October 2012 at 5pm for the purpose of considering and, if thought fit, passing the following resolutions:

#### “Ordinary Resolution 1”

That Gareth Roberts or Danny McCabe be appointed as Chairperson, with the candidate chosen being the person with a majority of votes in their favour over those in favour of the other candidates, and with Full and Life Members having the right to vote in favour of one of the two candidates, as follows:

- (i) That Gareth Roberts be appointed as Chairperson; or
- (ii) That Danny McCabe be appointed as Chairperson

#### “Ordinary Resolution 2”

That Ben Kinnear or Graeme Chalmers be appointed as Snowboard Director, with the candidate chosen being the person with a majority of votes in their favour over those in favour of the other candidates, and with Full and Life Snowboard Members having the right to vote in favour of one of the two candidates, as follows:

- (i) That Ben Kinnear be appointed as Snowboard Director; or
- (ii) That Graeme Chalmers be appointed as Snowboard Director

#### “Ordinary Resolution 3”

That Joe Beer be appointed as Telemark Director, with Full and Life Telemark Members having the right to vote in favour of the candidate, as follows:

- (i) That Joe Beer be appointed as Telemark Director

#### “Ordinary Resolution 4”

That James Lamb or James Lister be appointed as Trainers' Director, with the candidate chosen being the person with a majority of votes in their favour over those in favour of the other candidates, and with current BASI Trainers only having the right to vote in favour of one of the two candidates, as follows:

- (i) That James Lamb be appointed as Trainers' Director; or
- (ii) That James Lister be appointed as Trainers' Director

#### “Ordinary Resolution 5”

That Peter Kuwall or Mark Birch be appointed as Secretary to the Board of Directors, with the candidate chosen being the person with a majority of votes in their favour over those in favour of the other candidates, and with Full and Life Members having the right to vote in favour of one of the two candidates, as follows:

- (i) That Mark Birch be appointed as Secretary to the Board of Directors; or
- (ii) That Peter Kuwall be appointed as Secretary to the Board of Directors

Dated: 1 September 2012

By order of the Board



Gareth Roberts,  
Chairman

#### Notes to this Notice of General Meeting

**1.1** As a Member of the Company, you are entitled to appoint a proxy to exercise all or any of your rights to attend, speak and vote at the Meeting and you should have received a proxy form with this notice of meeting. You can only appoint a proxy using the procedures set out in the notes to the proxy form.

**1.2** A proxy does not need to be a Member of the Company but must attend the Meeting to represent you. Details of how to appoint the Chairman of the Meeting or another person as your proxy are set out in the notes to the proxy form.

**1.3** You may appoint more than one proxy provided each proxy is appointed to exercise rights attached to different shares. You may not appoint more than one proxy to exercise rights attached to any one share. If you do not give your proxy an indication of how to vote on any resolution, your proxy will vote or abstain from voting at his or her discretion. Your proxy will vote (or abstain from voting) as he or she thinks fit in relation to any other matter which is put before the Meeting.

The notes to the proxy form explain how to direct your proxy, how to vote on the resolution or withhold your vote.



## General Meeting

### Agenda

5-6 pm on 20 October 2012,

The Hilton City Inn Hotel, Glasgow, Scotland, G3 8HN

1. Apologies
2. Introduction from the Chairman
3. Ratification of minutes of last GM (Hintertux, 21 April 2012)
4. Update on Chairman & CEO Reports
5. Presentation of Annual Accounts
6. Hazel Bain Award & Jim Bryden Trophy
7. Vote on Ordinary Resolutions

Break for voting/counting if required

8. General Meeting Closed

The Open Forum will take place after the General Meeting and will be followed by a Members reception hosted by BASI.

**Note:** For the first time the GM will be broadcast via a web cast. This means Members who can view video via their computers will be able to follow the GM & Open Forum proceedings live via their computer. Login details will be sent to Members via email. You will **not** be able to vote on Resolutions via the web cast.

To follow the General Meeting live via webcast please make a note of this link:

<http://developmentpartners.co.uk/liveroom/basi-agm>

## Uncontested and Contested Director Vacancies

### Uncontested Directorships

POSITION	NOMINEE	NOMINATED BY	SECONDED BY
Telemark Director	Joe Beer	Andy Salter (Membership No 1721)	Phil Stanton (Membership No 11826)

### Contested Vacancy

POSITION	NOMINEE	NOMINATED BY	SECONDED BY
Chairperson	Gareth Roberts	Alex Leaf (Membership No 1243)	Robbie Young (Membership No 1226)
Chairperson	Danny McCabe	Dave Morris (Membership No 8418)	Giles Lewis (Membership No 8803)

### Contested Vacancy

POSITION	NOMINEE	NOMINATED BY	SECONDED BY
Snowboard Director	Ben Kinnear	Neil McNair (Membership No 8611)	Renelle Mortimer (Membership No 9110)
Snowboard Director	Graeme Chalmers	Stephen Thraves (Membership No 11304)	Roddy Clarke (Membership No 10746)

### Contested Vacancy

POSITION	NOMINEE	NOMINATED BY	SECONDED BY
Trainers Director	James Lamb	Becci Malthouse (Membership No 1932)	Les Ward (Membership No 622)
Trainers Director	James Lister	Rupert Tildesley (Membership No 7264)	Paul Garner (Membership No 8613)

### Contested Vacancy

POSITION	NOMINEE	NOMINATED BY	SECONDED BY
Secretary to the Board of Directors	Peter Kuwall	Noni Stocker (Membership No 7116)	James Lawson (Membership No 8550)
Secretary to the Board of Directors	Mark Birch	Derek Chandler (Membership No 9744)	Rob Sewell (Membership No 2466)

## Uncontested Vacancies

### Telemark Director



Name: **Joe Beer**      Membership number: **1891**

*Willingness to stand in the office of Telemark Director – BASI*

I have been on the Board for three years serving as the Discipline Director for Telemark and would like the opportunity to serve a second term as the Telemark Director on the Board as I feel there are lots of uncrossed T's and un-dotted I's, like the Telemark manual and some other things, that started during my time on the Board and I would love to see them finished. I believe that I have gained a good working knowledge of the issues facing our Association and experience of working with the other Board Members which will enable me to support our Association as we move into the future. I have enjoyed my time on the Board and would welcome the opportunity to do whatever I can to help the Members with their issues. .

*Joe Beer*

## Contested Vacancies

### Chairperson



Name: **Gareth Roberts**

Membership number: **8252**

*Willingness to stand in the office of Chairperson - BASI*

The past two years as Chairman have been very involved and at times extremely challenging, as the role of Chairman can be quite comprehensive and complex and takes up more time than appears on the surface, but behind all of that is the great satisfaction of working with so many people, making a difference, no matter how small, and the wealth of education gained.

There is an opportunity for me to stand for my second and final term as Chairman. I believe it takes this long, if not longer, to make a significant difference to such a driven organisation. With this at the forefront of my mind, added to the passion I have for BASI and all involved, I have decided to stand for this second term.

The Board and Executive have recently revised the Association’s Strategy Document, signed up to the Sport Alliance Code of Good Governance, revised a number of different policies and there is still more to do! I feel, for the sake of Good Governance and consistency it would be sensible for the Association to be steered by myself in to the final three years of my second term to ensure that what we have set out to achieve is achieved.

It would make me immensely happy if you would support me in this decision and take time to vote for me this election.

Many thanks and kind regards

*Gareth Roberts*

### Chairperson



Name: **Danny McCabe**

Membership number: **9992**

*Willingness to stand in the office of Chairperson - BASI*

A few years ago, I favourably served on the Board of BASI as the Member’s Ombudsman. My time as a Naval Officer, working in a demanding and rapidly changing executive environment (I believe) prepared me well for this task. When I stood down, I left the ‘door open’, as I was keen to return to a more challenging role in the future. I believe that time has come.

BASI is a great business with many great people. As the Association continues to flourish, I believe that the Chairperson will need to have a full appreciation of the business, a clear picture and a robust strategy for the future. The Chairperson is one who makes people feel engaged, especially at the Board level as this is key to responding to change.

I believe that I have the personality and knowledge to complement and not simply replicate the other skills at this level.

*Danny McCabe*

## Contested Vacancies

### Snowboard Director



Name: **Ben Kinnear**      Membership number: **10254**

#### *Willingness to stand in the office of Snowboard Director - BASI*

I must admit that I have had a very interesting 3 years serving on the Board on behalf of the snowboard membership. I joined 3 years ago in October, hoping to be able to continue the great work that Neil McNair had started (and others beforehand).

It was a very fast learning curve, and I quickly realised that the roles and responsibilities of a Board Director are somewhat more extensive than I had originally thought. Every Board Member has a responsibility for the strategic direction of the organisation and its financial

wellbeing. I had thought I was signing up purely to talk about snowboarding, but suddenly had to learn an awful lot more about the overall health of the organisation and how best to move forward.

Since better understanding the role, and with the help of lots of dedicated snowboard members and BASI staff, lots of positive change is happening with regard to BASI Snowboarding. It has been a process of learning and understanding how a small, member led organisation works, whilst trying my hardest to push through the changes that will only make BASI Snowboard stronger.

I am standing for Snowboard Director again as I feel that I have now gained enough insight and experience to best represent and help the snowboard membership. Put simply, I am keen to finish what work has started.

Work on a new manual, resources and course material has commenced, with the focus very much on the snowboard instructor and their needs. Adaptive snowboarding is now in place with a new and innovative coaching pathway set to be starting before winter. We have a great training team, and with updated materials and course content I have no doubt that our courses are only going to become stronger and stronger.

Going forward, I think better use of the knowledge and experience of our members will help improve many issues (work opportunities, training needs, and product development). I also feel strongly about moving towards a discipline advisory board and a separate board of directors. This would help discipline heads/managers really focus on the needs of the discipline and equip the Board of Directors with a smaller and more specialised/skilled panel.

I have had to learn the processes involved in getting what we want for snowboarding, which to be completely honest has been a real test of my patience at times. However, most important is that BASI snowboarding continues to evolve and reflect modern snowboarding, instructing and coaching. This is happening through the work of many members and staff.

On that note – I think the biggest thing I have learnt whilst being more involved with BASI is the communication between members and the office, staff, board, trainers etc. has room for improvement certainly, but that if you want something changed, step forward and get involved.

*Ben Kinnear*

### Snowboard Director



Name: **Graeme Chalmers**      Membership number: **2150**

#### *Willingness to stand in the office of Snowboard Director - BASI*

I am an internationally qualified snowboard instructor, involved in snowboarding for over 20 years. I am a former British Snowboard team member and captain, and competed internationally for many years. After making the first solo snowboard descent of Mont Blanc I was invited to compete at the Verbier Extreme's and King of the Hill Extreme championships in Alaska. In total contrast to this, I have taught snowboarding at UK dry slopes, in European resorts, the USA, worked as an AVMS trainer in Italy for 3 years, and for the International Snowboard Federation as a world championship referee.

I believe my background, knowledge, and enthusiasm for snowboarding at both local and international level will be a significant resource not only to BASI, but for the members I will serve if appointed.

I currently work in local government outdoor education on policy development and strategic planning.

*Graeme Chalmers*

## Contested Vacancies

### Trainers Directors



Name: **James Lamb**

Membership number: **2180**

*Willingness to stand in the office of Trainers Director - BASI*

Skiing has been my primary career since joining BASI in 1984, and after spending numerous seasons teaching in Scotland and Europe, I am now Director of the British Alpine Ski School in Morzine & Les Gets.

I am still passionate about skiing and ski teaching and gain great satisfaction developing skiers of all ages and abilities.

I am continually striving to improve, both as a performer and as a coach. I am extremely proud to have represented BASI as part of the Demo Team at the 2011 Interski Congress, and to have served on the BASI Training body for 16 years delivering courses at all levels.

I am committed to BASI and enthused by the talent in the Training body. I hope to be able to use my experience and expertise to represent you in the role of Trainer Director and keep BASI at the forefront of ski teaching.

*James Lamb*

### Trainers Directors



Name: **James Lister**

Membership number: **7312**

*Willingness to stand in the office of Trainers Director - BASI*

I would like to put myself forward as Trainers' Director for BASI. After being an active BASI Trainer for 9 years, I feel I have gained a lot of experience about ski instruction and the ski industry in general and BASI's position in the market.

I feel I have a lot to bring to the role and believe I can represent the opinions of Trainers in a fair and unequivocal manner as well as fulfilling the role of company director and being a strong support to the training manager.

I also run a successful ski retail business in Les 2 Alpes, France.

Having represented BASI at two Interski congresses in Crans Montana and St Anton and I am a fluent speaker in French, Italian and Spanish. I feel my linguistic ability, international background, business acumen and contacts can serve the organisation well.

Moreover, I feel I can make a positive difference to the board and help to steer BASI to fulfil its potential and capabilities. I would very much like the chance to serve the Membership and reinforce the reputation of our organisation.

*James Lister*

## Contested Vacancies

### Secretary to the Board of Directors



Name: **Mark Birch**

Membership number: **10576**

*Willingness to stand in the office of Secretary to the Board of Directors - BASI*

I have been a BASI Member since 2003 and hold the L3 ISIA qualification. I have always been an active Member of BASI and at this point, would like to make a commitment in taking on a role on the Board of Directors. I am based in the 3 Valleys in France year round, and during the winter months I am training to pass the ISTD Technical module.

My experience inside and outside of BASI has given me the passion, drive, energy, interest and background that could benefit the organisation and Membership should I be elected. I would like to offer myself as a candidate for Secretary to gain experience within the Board environment, ensure accuracy, accountability and impartiality in record keeping, and if successful, with a view to offering myself as a candidate for a voting position in years to come.

*Mark Birch*

### Secretary to the Board of Directors



Name: **Peter Kuwall**

Membership number: **1485**

*Willingness to stand in the office of Secretary to the Board of Directors - BASI*

I have a wide experience of snowsports having been a ski racer and coach as well as a ski school manager and Trainer for BASI. I have worked at BASI in the roles of Training Manager and CEO which has broadened my understanding of our Association. I have an understanding of the operational, financial and political activities of BASI having been part of the team that managed the Association through the acquisition and development of the current HQ, developed our online systems and negotiated with the French over the acceptance of snowboard qualifications.

I am currently working as one of the Directors of BASS Chatel, also working in New Zealand during the summer, working with BASI and NZSIA to deliver and assess ski and coaching courses.

I believe that I can bring my organisational skills and knowledge to the role of Secretary to the Board to support the Board in governing our Association.

*Peter Kuwall*

## Voting for Resolutions

### THE BRITISH ASSOCIATION OF SNOWSPORT INSTRUCTORS LIMITED (‘Company’)

General Meeting on 20th October at the Hilton Inn Hotel, Glasgow, G3 8HN at 5pm

#### Voting form

RESOLUTIONS	FOR	AGAINST	ABSTAIN
1. Ordinary Resolution - Chairperson			
*Candidate: Gareth Roberts			
*Candidate: Danny McCabe			

\* Vote for only one Candidate

RESOLUTIONS	FOR	AGAINST	ABSTAIN
2. Ordinary Resolution - Snowboard Director			
*Candidate: Ben Kinnear			
*Candidate: Graeme Chalmers			

\* Vote for only one Candidate

RESOLUTIONS	FOR	AGAINST	ABSTAIN
3. Ordinary Resolution - Telemark Director			
*Candidate: Joe Beer			

\* Vote for only one Candidate

RESOLUTIONS	FOR	AGAINST	ABSTAIN
4. Ordinary Resolution - Trainers Director			
*Candidate: James Lamb			
*Candidate: James Lister			

\* Vote for only one Candidate

RESOLUTIONS	FOR	AGAINST	ABSTAIN
5. Ordinary Resolution - Secretary to the Board of Directors			
*Candidate: Peter Kuwall			
*Candidate: Mark Birch			

\* Vote for only one Candidate

<b>Member Name (in capitals):</b>	<b>Signature:</b>
<b>Membership number:</b>	<b>Date:</b>

#### Notes:

- To vote online please go to the following link  
<http://www.basi.org.uk/content/members-vote-gm-20-oct-2012-glasgow.aspx>
- Send or deliver to the Company at BASI (General Meeting), Morlich House, 17 The Square, Grantown-on-Spey, Morayshire, PH26 3HG
- Postal, email, online and proxy votes must be received not less than 48 hrs before the GM (deadline at 5pm on the 18 October 2012)

Or

- In person at: The BASI GM on 20 October at the Hilton City Inn Hotel, Glasgow, Scotland, G3 8HN at 5 pm

**Please note:** That voting for the Snowboard Director is by all Full & Life **Snowboard Members ONLY**. Telemark Director can be voted on by all Full & Life **Telemark Members ONLY** and Trainers' Director can be voted on by current **Trainers ONLY**. The voting for Chairperson and Secretary to the Board of Directors can be voted on by all Full & Life Members. If voting online and you are not eligible to vote for Snowboard, Telemark or Trainers Directors, then submit an 'abstain' vote for these positions.

## General Meeting - Proxy Form

### THE BRITISH ASSOCIATION OF SNOWSPORT INSTRUCTORS LIMITED ('Company')

#### Before completing this form, please read the explanatory notes below

I/We being a member of the above-named Company appoint the Chairman of the meeting or failing him (see note 3)

Proxy Name (in capitals):

as my/our proxy to vote in my/our names [s] at the General Meeting of the Company to be held on the 20 October at The Hilton City Inn Hotel, Glasgow, Scotland, G3 8HN at 5pm, and at any adjournment thereof.

I/We direct my/our proxy to vote on the following resolutions as I/we have indicated by marking the appropriate box with an 'X'. If no indication is given, my/our proxy will vote or abstain from voting at his or her discretion and I/we authorise my/our proxy to vote (or abstain from voting) as he or she thinks fit in relation to any other matter which is properly put before the meeting.

RESOLUTIONS	FOR	AGAINST	ABSTAIN
1. Ordinary Resolution No. 1 - Chairperson			
*Candidate: Gareth Roberts			
*Candidate: Danny McCabe			
2. Ordinary Resolution - No. 2 – Snowboard Director			
*Candidate: Ben Kinnear			
*Candidate: Graeme Chalmers			
3. Ordinary Resolution No. 3 – Telemark Director			
*Candidate: Joe Beer			
4. Ordinary Resolution No. 4 – Trainers Director			
*Candidate: James Lamb			
*Candidate: James Lister			
5. Ordinary Resolution No. 5 - Secretary to the BoD			
*Candidate: Peter Kuwall			
*Candidate: Mark Birch			

*\* Vote for only one Candidate*

<b>Member Name (in capitals):</b>	<b>Signature:</b>
<b>Membership number:</b>	<b>Date:</b>

#### Notes to the proxy form

- As a Member of the Company you are entitled to appoint a proxy to exercise all or any of your rights to attend, speak and vote at a general meeting of the Company. You can only appoint a proxy using the procedures set out in these notes.
- Appointment of a proxy does not preclude you from attending the meeting and voting in person. If you have appointed a proxy and attend the meeting in person, your proxy appointment will automatically be terminated.
- A proxy does not need to be a Member of the Company but must attend the meeting to represent you. To

appoint as your proxy a person other than the Chairman of the meeting, insert their full name in the box. If you sign and return this proxy form with no name inserted in the box, the Chairman of the meeting will be deemed to be your proxy. Where you appoint as your proxy someone other than the Chairman, you are responsible for ensuring that they attend the meeting and are aware of your voting intentions. If you wish your proxy to make any comments on your behalf, you will need to appoint someone other than the Chairman and give them the relevant instructions directly.

4. To direct your proxy how to vote on the resolutions mark the appropriate box with an ‘X’. If no voting indication is given, your proxy will vote or abstain from voting at his or her discretion. Your proxy will vote (or abstain from voting) as he or she thinks fit in relation to any other matter which is put before the meeting.
5. To appoint a proxy using this form, the form must be:
  - Completed and signed
  - Sent or delivered to the Company at BASI (General Meeting), Morlich House, 17 The Square, Grantown-on-Spey, Morayshire, PH26 3HG
  - This must be received by the Company no later than 48 hours before the time for holding the meeting. (deadline at 5pm on the 18 October 2012)
6. Any power of attorney or any other authority under which this proxy form is signed (or a duly certified copy of such power or authority) must be included with the proxy form.
7. As an alternative to completing this hard-copy proxy form, you can appoint a proxy electronically by sending a PDF of the completed proxy, signed by you, to the Company at:  
[roz@basi.org.uk](mailto:roz@basi.org.uk)
  - For an electronic proxy appointment to be valid, your appointment must be received by the Company no later than 48 hours before the time for holding the meeting. (deadline at 5pm on the 18 October 2012)
8. You may not use any electronic address provided in this proxy form to communicate with the Company for any purposes other than those expressly stated.

**Please note:** That voting for the Snowboard Director is by all Full & Life **Snowboard Members ONLY**. Telemark Director can be voted on by all Full & Life **Telemark Members ONLY** and Trainers’ Director can be voted on by current **Trainers ONLY**. The voting for Chairperson and Secretary to the Board of Directors can be voted on by all Full & Life Members. If voting online and you are not eligible to vote for Snowboard, Telemark or Trainers Directors, then submit an ‘abstain’ vote for these positions.

Name: **Gareth Roberts**

Membership No: **8252**

Nationality: **British**

### Profile

A successful company developer and Director. Popular personality amongst colleagues and a wide variety of business sectors. A determined, pragmatic, committed and ambitious professional.

A proven decision maker coupled with extensive hands on management experience gained in sport and business, regionally, nationally and internationally.

A life long snowsports enthusiast and professional engaging in teaching, training and coaching. A vast experience gained from extensive delivery of training materials in the areas of Teaching and Learning Styles, Leadership, Communication and Management combined with an infectious enthusiasm and ability to inspire and motivate performance. Also deep specialist knowledge of sales management/coaching and presentation skills.

### Professional experience

#### Skiing

I have been a ski instructor for many years, starting way back with the ESC progressing onto BASI in the summer of 1995. I eventually gained my Grade 1, now the ISTD, in 1999 and was invited to become a Trainer for BASI in the following autumn. I became a co-director of a long establish British Ski School and training academy in the French Alps which became my winter home for 14 years. During that time I have been lucky enough not to only work in the French Alps but all over the world with many great friends and colleagues delivering BASI and private courses.

I have served on the BASI Board of Directors, firstly as Alpine Director for a period of two years and Vice Chairman for eighteen months concurrently. In the autumn of 2010 I was elected Chairman with a large majority vote. Since then I have been working closely with the Board, Executive and membership to lead our association in to the future. This has entailed revising the inherited company strategy and developing a new up to date version. Also working hard to maintain our harmonious relationships with other International colleagues with who collectively aided the development of the recent MoU. In the direction of good governance I have recently introduce the association to the Code of Good Governance, developed by Sport Alliance. This extremely valuable relationship will now take time to develop. I believe it is imperative to see this and other on going matters through to completion, and this will take time. This, together with my passion for

the Association is the reason for my willingness to re-stand and serve BASI for a second term.

#### Business

I started my working life selling! A business that I am extremely thankful to as it helped me develop my personality and helped me develop many skills so valuable in today's society and business world. During my non-skiing career I quickly climbed the ladder of responsibility in the automotive industry and took on many new roles including departmental and general management. I moved into the automotive training industry in 2007 with one of the countries leading training and learning organisations, TALENTStream UK Ltd. I shared the winter and summer job role for 14 years until recently returning to the UK on a full time basis. Since then I have been working with TALENTStream UK, as one of their Lead Trainers and Project Managers. In this role I have been responsible for the delivery of Corporate Sales training for Mercedes Benz UK, National Dealer Standards for Honda UK and the delivery of a classified development within Honda UK.

#### Career to date

##### **Chairman (Oct 2010 – to date)**

BASI (British Association of Snowsports Instructors)

##### **Alpine Director/Vice Chairman (Oct 2008 – Oct 2010)**

BASI (British Association of Snowsports Instructors)

##### **Lead Trainer/Project Manager (Apr 2007 – to date)**

TALENTStream UK.

##### **Trainer Alpine (Dec 1999 – to date)**

BASI

##### **Ski School Director/Technical Director (Aug1998 – to date)**

Supreme Ski & Snowboard School Ltd.

##### **Early career, Management (1990 – 2010)**

Various post in the automotive industry.

Responsible for the daily management, direction of staff, budgets and target achievement.

#### Education

Secondary School - Walton High School (1984-1990)

GCSE English Lit, English Lang, Geography, Gen Studies, CDT, HE, Physics

#### Interests

Away from winter sports I enjoy spending time with my family and friends. I also enjoy a wide range of sports including tennis, swimming, squash and cycling. I have an avid interest in fine wine and food and can often be found sampling these! I enjoy DIY and living in a grade two-listed property this is handy.

Name: **Danny McCabe**

Membership No: **9992**

Nationality: **British**

### Personal statement

A very resourceful manager with at least 15 years experience in a demanding and rapidly changing executive environment. Well practiced in directing financial resources and the efforts of others to achieve objectives. Capable of meeting challenges, prioritizing and resolving problems under pressure. Physically very fit, I am versatile, conscientious, self-disciplined and highly motivated. I consider myself an excellent communicator who willingly accepts responsibility.

### Key Achievements

- Experience in working to exacting Performance Indicators and Targets.
- Managed large budgets with requirements for Output Costing, Forecasting and Resource Accounting.
- Contract negotiation and management, including Military, Private Finance Initiatives and Multi-Activity contracts.
- Procurement and Project Management to tight budgetary and timeline constraints.
- Good working understanding of Statutory and Legal obligations covering Health and Safety and Employment Law.
- IT literate in Microsoft Applications.

### Experience

#### ***Owner/Director & Business Manager - Level 13 Hair Salon Limited (2005 – date)***

- Responsible for the efficient implementation of all business management aspects within the Salon. The main objectives covering:

o **Corporate Management** – administration, personnel development, duty of care for up to 12 staff, with particular cognizance of IIP and Equal Opportunities. Budget holder, managing annual accounts and have introduced innovative rationalization and efficiency measures in order to promote better value for money and profit.

o **Project Management** – successful implementation of a number of refurbishment projects, providing design and installation specifications, setting to work and acceptance. Establishment of a business unit including everything from the building to establishing and documenting processes, manning and financial infrastructure.

#### ***Senior Partner in Swiss Snowsports School – Montagne Magique (2005 – date)***

#### ***Director and Member’s Ombudsman – BASI (2005 – 2009)***

- Follow statutory duties, producing and agreeing the annual plan and budget.
- Responsible to promote the success of the company, exercise independent judgment, reasonable care, skill and diligence whilst avoiding any conflict of interest.
- To resolve member’s complaints in a fair and independent way.

#### ***Royal Navy – Weapon Engineer Officer (1977 – 2005)***

- Resigned commission 1 July 2005.
- Weapon Engineer Officer HMS GLOUCESTER, Apr 2004 – Jan 2005.
- Promoted Lieutenant Commander – 2002.
- Completed Lieutenant’s Greenwich Course (Staff Course) - 1996.
- Promoted Lieutenant - 1992.

### Qualifications and Training

- The Royal Naval Weapon Engineer Officer Designate Course, HMS Collingwood, Fareham, Hampshire. Apr 2004
- Initial Maritime Warfare Course at the Maritime Warfare Centre, HMS Dryad, Portsmouth. Mar 2004
- Lieutenants Greenwich Course (MA in Defence Studies) Royal Naval Staff College, Greenwich, London. Dec 1996
- Higher National Diploma in Electrical & Electronic Engineering (HND) Royal Naval Engineering College Manadon Plymouth. Dec 1990

### Interests

With a military background, I enjoy most things sport. I was fortunate to represent the Royal Navy at skiing, cycling, running, triathlon, swimming, water polo and basketball. I am a keen sports diver and I am currently working towards my PADI Divemaster qualification.

### Other information

- Date of birth - 8 July 1960.
- I hold a full UK driving license that I have held since 1980.
- Adrienne is my partner; we have been married for 18 years. We do not have any children but we do have two Border Terriers, ‘Billy’ & ‘Betty’. We enjoy walking the dogs at any time and anywhere. They both have their ‘pet passports’.

### References

- References available upon request.

Name: **Ben Kinnear**  
 Membership No: **10254**  
 Nationality: **British**

#### Objective

I am a hard working and passionate individual. My background has revolved around sport and coaching, and in particular snowboarding.

I must admit that I have had a very interesting 3 years serving on the Board on behalf of the snowboard membership. I joined 3 years ago in October, hoping to be able to continue the great work that Neil McNair had started (and others beforehand).

It was a very fast learning curve, and I quickly realised that the roles and responsibilities of a Board Director are somewhat more extensive than I had originally thought. Every Board Member has a responsibility for the strategic direction of the organisation and it's financial wellbeing. I had thought I was signing up purely to talk about snowboarding, but suddenly had to learn an awful lot more about the overall health of the organisation and how best to move forward.

Since better understanding the role, and with the help of lots of dedicated snowboard members and BASI staff, lots of positive change is happening with regard to BASI Snowboarding. It has been a process of learning and understanding how a small, member led organisation works, whilst trying my hardest to push through the changes that will only make BASI Snowboard stronger.

I am standing for Snowboard Director again as I feel that I have now gained enough insight and experience to best represent and help the snowboard membership. Put simply, I am keen to finish what work has started.

Work on a new manual, resources and course material has commenced, with the focus very much on the snowboard instructor and their needs. Adaptive snowboarding is now in place with a new and innovative coaching pathway set to be starting before winter. We have a great training team, and with updated materials and course content I have

no doubt that our courses are only going to become stronger and stronger.

Going forward, I think better use of the knowledge and experience of our members will help improve many issues (work opportunities, training needs, product development). I also feel strongly about moving towards a discipline advisory board and a professional board of directors. This would help discipline heads/managers really focus on the needs of the discipline and equip the Board of Directors with a smaller and more specialised/skilled panel.

I have had to learn the processes involved in getting what we want for snowboarding, which to be completely honest has been a real test of my patience at times. However, most important is that BASI snowboarding continues to evolve and reflect modern snowboarding, instructing and coaching. This is happening through the work of many members and staff.

On that note – I think the biggest thing I have learnt whilst being more involved with BASI is the communication between members and the office, staff, board, trainers etc. has room for improvement certainly, but that if you want something changed, step forward and get involved.

#### Experience Positions

- Red Bull Student Brand manager
- Various hospitality jobs
- Extensive Snowboard School experience
- Independent snowboard coach
- BASI Trainer/Examiner
- Youth snowboarding projects including work now with national teams
- BASI Board experience. Snowboard Director and Vice-chair positions

#### Education

Aberdeen University  
 September 2006 – June 2009  
 M. A. Economics 2:1

Name: **Graeme Chalmers**

Membership No: **2150**

Nationality: **British**

## PROFILE

Manager with 16 years experience within local government outdoor education, undertaking strategic planning, policy development, key operational decisions, resource planning, data analysis, staff and operational management.

Professional expertise includes the fields of snowsports and motocross. I represented Great Britain internationally in both Motocross and snowboarding and hold extensive qualifications in both of these sports. In 2009 I was appointed to the SACU national motocross committee responsible for developing, organising and running the national championships.

## CAREER

### ***Outdoor Learning Officer (current post) – Key Tasks:***

- Develop and implement corporate strategy and policy relating to outdoor learning and outdoor education within the Aberdeen City Council geographical area.
- Establish, lead and maintain a robust process of administration and approval for all outdoor learning and educational excursions.
- Create online interactive training modules, develop and host training sessions for the Senior Management team, teachers, youth workers and sports coaches.

### ***Digital banking advisor (RBS – 2011) – Key Tasks:***

- First line fraud prevention and investigation.
- Resolving issues relating to breaches of online security.
- Managing the security of lost and stolen bank cards, and personal information.
- Fraud in information gathering and analysis for the police.

### ***Duty Manager (Hillend snowsports centre 1996-2011) – Key Tasks:***

- Responsible for the daily operation of the snowsports centre.
- Managing up to 40 staff (permanent & temporary)
- Facility management and resource planning.

- Teaching Snowsports at all levels.
- Website administrator and first point of contact for IT issues.
- Reporting operational concerns and recommendations for remedial action to senior management and HSE personnel.

### ***Snowsports (1989 – 2012) – Various posts within the snowsports industry including teaching, training, competing and writing.***

- Instructor , Snowtraxx, Soelden, Austria (2009 -2012)
- AVMS Trainer / Instructor , Interski, Aosta, Italy (2002 – 2009)
- Instructor , Sport Extreme, Chamonix , France (1993 - 1996)
- Instructor , Blackside snowboard school, Flaine , France (1989-1992)
- Snowboard Team Coach, Squaw Valley, USA (1992)
- Snowboard Writer, Fall Line magazine (1995-1998)
- Winter sports Staff Trainer, Sovereign Holiday group (1991-1992)

I have been a BASI member since 1988, and hold BASI Ski, Snowboard and Adaptive qualifications, and was part of a BASI pilot group for the first snowboard teacher course in 1997.

On the competition scene I represented Great Britain, at the Nations Cup in Avoriaz, France, The World championships in Ishgl, Austria, the Red Bull Extreme championships Verbier, Switzerland, and the King of the Hill Extreme Championships in Alaska.

## OTHER

- Diploma in business management.
- Fluent French speaker and basic Italian.

Name: **Joe Beer**  
 Membership No: **1891**  
 Nationality: **British**

**Secondary Education:**  
**Sir William Collins, London**

GCE "O" level Art  
 CSE English, Physics and Maths

**Qualifications since leaving school:**

JIB Approved Electrician  
 UK driving licence  
 Emergency outdoor 1st aid  
 Various grades of instructor, log book,  
 grade 3, ski teacher (grade 2),  
 national ski teacher (grade 1)  
 and BASI ISTD L4/Telemark trainer.

**Work experience in the ski industry:**

1986/7-2000 Soldeu ski school, Andorra (Pyrenees)  
 2000-2003 BASS Les Gets France (Alps)

2003-Today and beyond? Running Alpine Learning Curves, ski, snowboard and Telemark School based in Les Gets, Morzine and Avoriaz in the Portes du Soleil.

Along the way I have been on numerous Demonstration ski teams as an alpine and Telemarker representing; Soldeu el Tarter, BASI and the Daily Mail at many ski shows in London and Birmingham. In Vail Colorado twice winning "The battle of the ski schools" combined division. And finally in Nozawa Onsen, Japan and 16 years later in St Anton, Austria at the respective Interski congresses. Oh, I was also a stunt double skier in an advert for the Ford maverick when that was released.

I'm very proud of what has happened to me in the ski world and consider myself the luckiest man on the planet, having built my own house in France where I live with my wife Babs and our little Cocker Spaniel "Lyla".

Name: **James Lister**  
 Membership No: **7312**  
 Nationality: **British**

**Work Experience**

***ELG Corporation 1999 - Present***

Company Director  
 Bar and Entertainment

***Line Alliance Carrel Sports - 2002 - Present***

Company Director  
 Bar and Entertainment

***ELG Corporation 1999 - Present***

Company Director  
 Snowsports Retail/ Rental Specialist Store  
 Part of the Favre Sports Logistics Group  
 consortium of 40 Stores  
 Current Board Member

***BASS/OXYGENE/EUROPEAN SKI SCHOOL - Present - 1997 — Present***

Ski Instructor  
 Basi Trainer  
 Member of the British Interski team Crans Montana and St Anton

**Qualifications**

BASI Level 4

**Interests**

Road Cycling

**Language**

Fluent in French/Spanish/Italian  
 2009 BASI Coaching Trainer and Assessors course successfully completed

**References**

References available upon request.

Name: **James Lamb**  
 Membership No: **1646**  
 Nationality: **British**

**Profile**

On my first BASI course in 1984, I set myself the goal to gain my Grade 1 (now Level 4 ISTD), and to go on and become a BASI Trainer. I am very proud to have achieved both these goals and to have served on the BASI Training body for over 16 years.

From the outset, ski teaching has been my primary career; I am still passionate about skiing and ski teaching and I enjoy the challenge of working with beginners and developing skiers of all ages, as well as working with high level performers.

Along with developing my personal skiing and coaching skills over this period of time, I have worked at developing my business skills and firmly believe I have a lot to offer BASI and the Board as Trainer Director.

**Qualifications**

- BASI Level 4 ISTD
- CSCF Race Coach Level 2
- Diploma in Professional Studies (Sports Coaching)
- RYA Senior Dinghy Instructor
- RYA Race Coach Level 2
- RYA Yacht master & Commercial Endorsement
- I am currently studying a “Diploma in Small Business Coaching” with The Coaching Academy

**Key Achievements**

- Gaining my BASI Grade 1 / Level 4 / ISTD
- Being selected onto the BASI Training Body
- Representing BASI & Great Britain as part of the

- BASI Demo Team at the 2011 Interski Congress
- Director, BASS Morzine & Les Gets for 12 yrs, building and developing the school to the current levels of success.
- Building and developing the BASS Morzine & Les Gets Professional Programme.
- Winning European & National Sailing championships

**Relevant Experience**

- Ski School Director for over 12 years with experience of day to day management as well as long-term strategic planning
- Experience of building and managing a strong team of ISTD instructors
- Ability to listen, manage and prioritise multiple issues
- Experience of delivering all levels of BASI Technical modules
- Experienced at delivering Teaching modules
- Considerable experience training skiers for all BASI exams through the BASS Professional Programme and my time delivering BASI courses.
- Full time ski instructor for 28+ years
- 16 years as BASI Trainer

**Interests**

Outside my work interests I devote my time to my family (wife Louise, 9yr old daughter Charlotte, our large dog – and a new kitten) and still do as much sailing as time allows.

I like picking up a guitar every now and then but tend to get asked to put it down when I start singing! I have also been known to pick up a sketch pad, swing some golf clubs and hit a tennis ball on a rather infrequent basis.

Name: **Peter Kuwall**  
 Membership No: **1485**  
 Nationality: **British**

**Roles and Achievements**

Through ski racing and coaching I developed self motivation and learnt how to achieve goals through planning and hard work, combining this with focusing on motivating people through coaching. My diploma in Sports Coaching gave the Psychology and training skills to become very effective in these processes. Becoming a Trainer and Assessor for BASI further developed my ability to motivate people and set plans to achieve specific goals, also developing the skill of assessing with impartiality.

**Management**

Taking on the role of Training Manager for BASI gave me some great challenges, bringing structure to the way BASI developed its educational and assessment processes. I found that the need for Assessors to be consistent often made them very judgemental of each other and this led to very defensive and aggressive relationships within the assessing team. It also led candidates to question decisions and seek out certain assessors. Removing this negative behaviour and developing a team spirit brought about much more consistency in the assessing process and created a much more creative and supportive environment for the Training and assessing team.

Financial planning, and budgeting became a key part of this role and I started to contribute to the financial stability of BASI. Event management, logistics and staff management were also part of this role.

During this time as Training Manager I also took on the role of acting CEO on two occasions, my understanding of the business allowed me to be successful in managing the organisation during these periods which allowed me to subsequently take on the role of CEO. I took on the role following a short period of turmoil with staff resignations discontent and a financial loss. Over the three period as CEO I turned the organisation around from a £30 000 loss to £120 000 profit in the first year and the following year to a £240000 profit. The organisation’s expansion and success required an upgrade in office accommodation. I therefore successfully acquired a renovated a building creating a modern office space which doubled the office accommodation. A further achievement was building a new administrative team and introducing a new database system with an associated website, introducing an online booking system which provided enhanced efficiency in the administration system.

**Company Management**

My roles of Training Manger and CEO of BASI as

well as being Director of BASS Chatel dictates my experience in company management, which included holding the roles of Company Secretary for both BASI promotions and BASI Ltd.

**Political**

The French government would not recognize BASI Snowboard Instructors qualifications therefore blocking them from working in France. I successfully lobbied the European commission resulting in the European Commission opening a case against the French government. This allowed me to negotiate an agreement with the French government and the French Ski Instructor union which achieved our goal of our Snowboard Instructors and also allowed the French union to save face.

UKSport had identified the need to modernize the structure of UK skiing administration and one of the goals was to bring a single coach education system for the whole of the UK this was achieved with BASI Taking on the administration and development of a new educational scheme.

**Health and Safety**

The role as Training Executive and CEO, involved responsibilities as Health and Safety officer for both the Alpine environment and within the office environment this included setting health and Safety policies ensuring they were implemented, doing risk assessments and ensuring we had sufficient training for staff including regular First aid training. I also developed a Health and Safety policy and risk assessment process for ski schools.

My role in delivering first aid courses has enhanced this area of expertises

**EDUCATION AND TRAINING**

1964-80 Grantown Grammar School - 5 “H” Grades

1984-85 Diploma in Sports Coaching:

- Sports Sociology
- Sports Psychology
- Sports Science
- Coaching Theory and Methodology
- Sports Medicine
- Computer Studies

**Coaching Placements:**

- Scottish Ski Team
- Lothian Ski Racing Association
- Scottish Ski Club

2004 Open University Business School Managing People certificate

2009 ITC First Aid Trainer and Assessor

Name: **Mark Ashley Birch**

Membership No: **10576**

Nationality: **British**

**Summary:**

An experienced tender skipper with 6 years in the super yacht industry running large support boats/tenders for race and cruising yachts. Sailing, windsurfing, ski instructor with 10 years teaching/coaching experience, I would like to continue my progression and the development of my skills (in particular engineering) within the super yacht industry.

**Professional Qualifications:**

**Marine**

RYA Yacht Master Offshore (Commercial) (2010)

STCW95 (2010)

AEC (2007)

RYA Level 1 Windsurf Instructor (2004)

RYA Senior Instructor (2003)

RYA Safety Boat Driver (2003)

**Skiing**

CSCF Level 2 Coach (2009)

BASI ISIA Ski Instructor (2008)

BASI/BASP 16 hour 1st Aid (2008)

BASI Snowboard Instructor (2007)

SIDAS (Optimisation des techniques de ski boot fitting)

**Summer 2011/2012 – Freelance Skipper/Project Manager**

For the last 2 summers I have been working as a freelance Skipper/Project Manager taking on short delivery and maintenance contracts for various owners and yacht captains.

**Winter 2011/2012 - Training for ISTD**

I spent the winter season training for the ISTD Technical module and continuing my chalet renovation project.

**Summer 2010 – Wally Tender skipper – ‘Grey Streak’ T/T M/Y ‘4H’**

Responsible for all aspects of management of the vessel including change of ownership and a yard period thereafter, updating and upgrading electrical components, aesthetics, mechanical servicing. Working within a very tight time frame prior to loading the Wally onto Dockwise shipping vessel bound for the Caribbean.

**Winter 2009/10**

Unable to work following serious cycling injury – now fully recovered.

**Summer 2009 – Tender skipper – S/Y Nephelē – ‘T2A’**

Nephelē is a 34m fast cruising yacht built 2002

in New Zealand by McMullan Wing stepped with a 46m Southern Spars Rig. Nephelē is based in Palma and cruises the Med with a crew of 5/6 living onboard. She has an FB Design Sport 42” tender (T2A) powered by twin CAT C9 diesel engines with a custom surface piercing propulsion system and capable of 60knots.

**Responsible for:**

- Day to day running, maintenance/engineering, presentation, liaising with the owner and financial accounting - T2A.
- Passage making and planning onboard T2A.
- Duties of mate onboard the yacht when on charter/delivery.
- Assisting the engineer onboard Nephelē when required.

**Winter 2008/09 – Ski Instructor – New Generation Ski School – Verbier, Switzerland’**

Coaching and instructing a broad range of clients, from one-to-one high level private sessions, performance clinics to children’s group lessons, developing sustainable relationships with my clients.

**Summer 2005, 2006, 2007, 2008 – Support Boat Skipper/Shore side Logistics – S/Y ‘Mariquita’ William Fife – 1911’**

Mariquita is regarded to be one of the most beautifully presented and professionally run classic racing yachts in the world, the owners wish is that the boat is sailed and handled in a manner that is as authentic to 1911 as possible. ‘Tender to Mariquita’ is used to ferry the owner and his party to Mariquita whilst underway, as a photography/spectator platform during regattas and as a support vessel during training/delivery periods.

**Responsible for:**

- Day to day maintenance, delivery (1000NM + passages) and immaculate presentation of the Cougar R12 support vessel ‘Tender to Mariquita’.
- Providing logistical support to the captain, crew and various other vehicles/tenders used by the crew and owner, this means frequently producing effective solutions to various unforeseen issues at short notice.
- Specification, project management and implementation of newly built bespoke tender.

**Qualifications/Interests**

Full/clean driving licence since 01.1998. Intermediate spoken French. Skiing, Windsurfing, Wakeboarding, Cycling, Cooking, DIY, Restorations of classic yachts, vehicles and property.

**THE BRITISH ASSOCIATION OF SNOWSPORT INSTRUCTORS  
LIMITED**

**(A COMPANY LIMITED BY GUARANTEE)**

**DIRECTORS' REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MAY 2012**

THE BRITISH ASSOCIATION OF SNOWSPORT INSTRUCTORS LIMITED  
(A COMPANY LIMITED BY GUARANTEE)

Company Information

<b>Directors</b>	Joseph Beer Heathley Clarke Gareth Roberts Leslie Ward Benjamin Kinnear Andi McCann R M Easton (Appointed 14 November 2011) Alexander Leaf Stephen Burke (Appointed 21 April 2012) James Davidson (Appointed 21 April 2012)
<b>Secretary</b>	Fergus Waters
<b>Company number</b>	SC278963
<b>Registered office</b>	Morlich House 17 The Square Grantown-on-Spey Morayshire PH26 3HG
<b>Auditors</b>	Johnston Carmichael LLP 66 Tay Street Perth PH2 8RA
<b>Solicitors</b>	Morisons Erskine House 68 Queen Street Edinburgh EH2 4NN  Masson Cairns LLP Strathspey House Grantown-on-Spey

**THE BRITISH ASSOCIATION OF SNOWSPORT INSTRUCTORS LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE)**

**FINANCIAL REVIEW**  
**FOR THE YEAR ENDED 31 MAY 2012**

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As you will note from the annual accounts, the Association has had a challenging year, which could be expected against the world wide problematic economic conditions.

Once again, we held our Membership fee structure and, due to the continued growth in our membership, increased our income from subscriptions by £4,000. In addition, we also held the price of our training courses for another year. We managed to reduce our administration expenses by £17,000 and still meet the costs of the international activity relating to the recognition of our qualifications by the European Union and the new Memorandum of Understanding on the alignment of ski instructors qualifications as well as the partnership development of the new coaching courses.

We have seen our turnover decrease by £131,000 to £1,249,000, with course income down by £161,000 in this financial year giving a loss of £6,576 before taxes, but have managed to retain our reserves and ring fence a further £50,000 towards our future commitments.

To summarise, we continue to be a very successful Association with increasing Membership, a strong reserve and increased engagement with our Members and other stakeholders. In addition, our credibility as an Association and the recognition of our qualifications continues to be strengthened to support all of us within snowsports instructing and coaching.

Fergus Waters  
**Chief Executive**

**THE BRITISH ASSOCIATION OF SNOWSPORT INSTRUCTORS LIMITED**  
(A COMPANY LIMITED BY GUARANTEE)

**DIRECTORS' REPORT****FOR THE YEAR ENDED 31 MAY 2012**

The directors present their report and financial statements for the year ended 31 May 2012.

**Principal activities**

The principal activity of the company is the training of snowsport instructors.

The company is limited by guarantee and does not have a share capital.

**Directors**

The following directors have held office since 1 June 2011:

Joseph Beer	
Heathley Clarke	
Gareth Roberts	
Alan Stewart	(Resigned 11 November 2011)
Leslie Ward	
Benjamin Kinnear	
Erin Stevens	(Resigned 11 November 2011)
Andi McCann	
Coral Riddell	(Resigned 21 April 2012)
R M Easton	(Appointed 14 November 2011)
Alexander Leaf	
Stephen Burke	(Appointed 21 April 2012)
James Davidson	(Appointed 21 April 2012)

**Statement of directors' responsibilities**

The directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**THE BRITISH ASSOCIATION OF SNOWSPORT INSTRUCTORS LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE)**

**DIRECTORS' REPORT (CONTINUED)**

***FOR THE YEAR ENDED 31 MAY 2012***

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**Statement of disclosure to auditors**

So far as the directors are aware, there is no relevant audit information of which the company's auditors are unaware. Additionally, the directors have taken all the necessary steps that they ought to have taken as directors in order to make themselves aware of all relevant audit information and to establish that the company's auditors are aware of that information.

**Qualifying 3rd party indemnity provisions**

The company maintains insurance policies on behalf of all the directors against liability arising from negligence, breach of duty and breach of trust in relation to the company.

This report has been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

On behalf of the board

.....  
Gareth Roberts  
**Director**  
.....

**THE BRITISH ASSOCIATION OF SNOWSPORT INSTRUCTORS LIMITED**  
(A COMPANY LIMITED BY GUARANTEE)

**INDEPENDENT AUDITORS' REPORT****TO THE MEMBERS OF THE BRITISH ASSOCIATION OF SNOWSPORT INSTRUCTORS LIMITED**

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We have audited the financial statements of The British Association of Snowsport Instructors Limited for the year ended 31 May 2012 set out on pages 6 to 12. The financial reporting framework that has been applied in their preparation is applicable law and the Financial Reporting Standard for Smaller Entities (effective April 2008) (United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities).

This report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

**Respective responsibilities of directors and auditors**

As explained more fully in the Directors' Responsibilities Statement set out on pages 2 - 3, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. Our responsibility is to audit the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

**Scope of the audit of the financial statements**

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the directors; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Directors' Report to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

**Opinion on financial statements**

In our opinion the financial statements:

- give a true and fair view of the state of the company's affairs as at 31 May 2012 and of its loss for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

**Opinion on other matter prescribed by the Companies Act 2006**

In our opinion the information given in the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

**THE BRITISH ASSOCIATION OF SNOWSPORT INSTRUCTORS LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT AUDITORS' REPORT (CONTINUED)**

**TO THE MEMBERS OF THE BRITISH ASSOCIATION OF SNOWSPORT  
INSTRUCTORS LIMITED**

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**Matters on which we are required to report by exception**

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the directors were not entitled to prepare the financial statements and the directors' report in accordance with the small companies regime.

**Steven Menzies (Senior Statutory Auditor)**  
**for and on behalf of Johnston Carmichael LLP**

.....

**Chartered Accountants**  
**Statutory Auditor**

66 Tay Street  
Perth  
PH2 8RA

**THE BRITISH ASSOCIATION OF SNOWSPORT INSTRUCTORS LIMITED**  
(A COMPANY LIMITED BY GUARANTEE)

**PROFIT AND LOSS ACCOUNT**  
**FOR THE YEAR ENDED 31 MAY 2012**

	Notes	2012 £	2011 £
Turnover		1,249,509	1,380,740
Cost of sales		(847,492)	(841,118)
<b>Gross profit</b>		402,017	539,622
Administrative expenses		(838,714)	(855,758)
Other operating income		427,272	415,004
<b>Operating (loss)/profit</b>	<b>2</b>	(9,425)	98,868
Other interest receivable and similar income	<b>3</b>	2,849	2,358
<b>(Loss)/profit on ordinary activities before taxation</b>		(6,576)	101,226
Tax on (loss)/profit on ordinary activities	<b>4</b>	(556)	(1,518)
<b>(Loss)/profit for the year</b>	<b>9</b>	(7,132)	99,708

**THE BRITISH ASSOCIATION OF SNOWSPORT INSTRUCTORS LIMITED**  
(A COMPANY LIMITED BY GUARANTEE)

**BALANCE SHEET**

**AS AT 31 MAY 2012**

	Notes	2012	£	2011	£
<b>Fixed assets</b>					
Tangible assets	5		585,526		626,441
<b>Current assets</b>					
Stocks		42,813		30,800	
Debtors	6	32,954		58,735	
Cash at bank and in hand		505,725		503,450	
		<u>581,492</u>		<u>592,985</u>	
<b>Creditors: amounts falling due within one year</b>	7	<u>(198,429)</u>		<u>(243,705)</u>	
<b>Net current assets</b>			<u>383,063</u>		<u>349,280</u>
<b>Total assets less current liabilities</b>			<u><u>968,589</u></u>		<u><u>975,721</u></u>
<b>Capital and reserves</b>					
Profit and loss account	9		<u>968,589</u>		<u>975,721</u>
<b>Members' funds</b>			<u><u>968,589</u></u>		<u><u>975,721</u></u>

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime within Part 15 of the Companies Act 2006 and with the Financial Reporting Standard for Smaller Entities (effective April 2008).

Approved by the Board for issue on .....

.....  
Gareth Roberts  
**Director**

**Company Registration No. SC278963**

**THE BRITISH ASSOCIATION OF SNOWSPORT INSTRUCTORS LIMITED**  
(A COMPANY LIMITED BY GUARANTEE)

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 MAY 2012

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#### 1 Accounting policies

##### 1.1 Accounting convention

The financial statements are prepared under the historical cost convention and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008).

##### 1.2 Turnover

Turnover represents amounts receivable for snowsport instructor training courses and tests and the occasional sale of club merchandise.

##### 1.3 Tangible fixed assets and depreciation

Tangible fixed assets other than freehold land are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Land and buildings Freehold	2% straight line
Land and buildings leasehold	period of lease
Plant and machinery	25% straight line
Computer equipment	33% straight line
Office fixtures fittings and equipment	20% straight line
Motor vehicles	25% straight line

##### 1.4 Stock

Stock is valued at the lower of cost and net realisable value.

##### 1.5 Pensions

The company contributes to the personal pension plans of certain employees. Contributions payable are charged to the profit and loss account in the year they are payable.

##### 1.6 Foreign currency translation

Monetary assets and liabilities denominated in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are recorded at the rate ruling at the date of the transaction. All differences are taken to profit and loss account.

##### 1.7 Other income

Subscriptions are accounted for on a cash basis. Membership income is non-refundable.

##### 1.8 Leasing and hire purchase commitments

Assets obtained under hire purchase contracts and finance leases are capitalised as tangible assets and depreciated over the shorter of the lease term and their useful lives. Obligations under such agreements are included in creditors net of the finance charge allocated to future periods. The finance element of the rental payment is charged to the profit and loss account so as to produce a constant periodic rate of charge on the net obligation outstanding in each period.

Rentals payable under operating leases are charged against income on a straight line basis over the lease term.

**THE BRITISH ASSOCIATION OF SNOWSPORT INSTRUCTORS LIMITED**  
(A COMPANY LIMITED BY GUARANTEE)

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

**FOR THE YEAR ENDED 31 MAY 2012**

<b>2 Operating (loss)/profit</b>	<b>2012</b>	<b>2011</b>
	<b>£</b>	<b>£</b>
Operating (loss)/profit is stated after charging:		
Depreciation of tangible assets	24,514	39,993
Auditors' remuneration	5,500	5,500
Directors' remuneration	-	8,360
	<u>          </u>	<u>          </u>

Included in directors' emoluments are payments to third parties for the services of directors of £nil (2011 - £8,360).

<b>3 Investment income</b>	<b>2012</b>	<b>2011</b>
	<b>£</b>	<b>£</b>
Bank interest	2,849	2,358
	<u>          </u>	<u>          </u>
	<u>          </u>	<u>          </u>

<b>4 Taxation</b>	<b>2012</b>	<b>2011</b>
	<b>£</b>	<b>£</b>
<b>Domestic current year tax</b>		
U.K. corporation tax	556	1,518
	<u>          </u>	<u>          </u>
<b>Total current tax</b>	<u>          </u>	<u>          </u>

**THE BRITISH ASSOCIATION OF SNOWSPORT INSTRUCTORS LIMITED**  
(A COMPANY LIMITED BY GUARANTEE)

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MAY 2012**

5 Tangible fixed assets	Land and buildings	Plant and machinery	Office fixtures fittings and equipment	Computer equipment	Motor vehicles	Total
	£	£	£	£	£	£
<b>Cost</b>						
At 1 June 2011	679,298	46,434	32,167	48,416	28,048	834,363
Additions	4,285	11,834	-	2,137	-	18,256
Disposals	(63,985)	(25,860)	-	(21,568)	-	(111,413)
At 31 May 2012	619,598	32,408	32,167	28,985	28,048	741,206
<b>Depreciation</b>						
At 1 June 2011	66,287	45,343	22,008	46,236	28,048	207,922
On disposals	(29,328)	(25,860)	-	(21,568)	-	(76,756)
Charge for the year	12,392	4,050	5,938	2,134	-	24,514
At 31 May 2012	49,351	23,533	27,946	26,802	28,048	155,680
<b>Net book value</b>						
At 31 May 2012	570,247	8,875	4,221	2,183	-	585,526
At 31 May 2011	613,011	1,091	10,159	2,180	-	626,441

The net book value of other tangible fixed assets includes £8,876 (2011 - £-) in respect of assets held under finance leases or hire purchase contracts. The depreciation charge in respect of such assets amounted to £2,958 (2011 - £5,498) for the year.

6 Debtors	2012 £	2011 £
Trade debtors	7,275	16,734
Other debtors	25,679	42,001
	32,954	58,735

**THE BRITISH ASSOCIATION OF SNOWSPORT INSTRUCTORS LIMITED**  
(A COMPANY LIMITED BY GUARANTEE)

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MAY 2012**

<b>7 Creditors: amounts falling due within one year</b>	<b>2012</b>	<b>2011</b>
	<b>£</b>	<b>£</b>
Net obligations under finance leases	4,077	4,064
Trade creditors	16,211	44,314
Taxation and social security	10,905	10,869
Other creditors	167,236	184,458
	<u>198,429</u>	<u>243,705</u>

The aggregate amount of secured liabilities due within one year is £4,077 (2011 £4,064).

Net obligations under finance lease contracts are secured over the related assets.

**8 Pension costs**

The company contributes to the personal pension plans of certain employees. Outstanding contributions at the year end amounted to £3,600 (2011 - £1,800).

**Defined contribution**

	<b>2012</b>	<b>2011</b>
	<b>£</b>	<b>£</b>
Contributions payable by the company for the year	<u>1,800</u>	<u>1,800</u>

**9 Statement of movements on profit and loss account**

	<b>Profit and loss account £</b>
Balance at 1 June 2011	975,721
Loss for the year	<u>(7,132)</u>
Balance at 31 May 2012	<u>968,589</u>

**THE BRITISH ASSOCIATION OF SNOWSPORT INSTRUCTORS LIMITED**  
(A COMPANY LIMITED BY GUARANTEE)

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MAY 2012**

**10 Financial commitments**

At 31 May 2012 the company was committed to making the following payments under non-cancellable operating leases in the year to 31 May 2013:

	2012	2011
	£	£
Operating leases which expire:		
Within one year	-	1,918
Between two and five years	1,714	-
	1,714	1,918
	1,714	1,918

**11 Control**

The British Association of Snowsport Instructors Limited is a company limited by guarantee and is wholly owned by its members. The members elect a representative Board who are responsible for the employment of the Chief Executive. The Chief Executive has overall responsibility for the handling of the company's affairs including business and financial management.

**12 Related party relationships and transactions****Other transactions**

The company received subscriptions of £338,098 (2011 - £333,936) and sold goods and services amounting to £1,310,507 (2011 - £1,434,218) to its members and directors during the year. All transactions took place at market value.

BASI Promotions Limited is a company limited by guarantee which is wholly owned by the members of The British Association of Snowsport Instructors Limited. Its profit for the year ended 31 May 2012 was £17,678 (2011- £701) and its capital and reserves at that date amounted to £33,246 (2011 - £15,568).

Net repayments of £34,086 (2011 - £1,027) were received from BASI Promotions Limited during the year. In addition the company charged BASI Promotions Limited £18,000 (2011 - £12,000) for management services.

At the year end the company was due £1,807 from BASI Promotions Ltd (2011 - £17,893). This advance is interest free, unsecured and is repayable on demand.

BASI Elite Coaching Programme Limited is wholly owned by the members of The British Association of Snowsport Instructors Limited. This company did not trade during the year. The company was dissolved on 2 June 2012.

During the year The British Association of Snowsport Instructors Limited paid £41,645 for services from companies controlled by the directors. All transactions were on an arms length basis.

Company Registration No. SC194930 (Scotland)

**BASI PROMOTIONS LIMITED**  
**A COMPANY LIMITED BY GUARANTEE**

**DIRECTORS' REPORT AND UNAUDITED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MAY 2012**

**BASI PROMOTIONS LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE)**

Company Information

<b>Directors</b>	David Renouf Fergus Waters
<b>Secretary</b>	W Baird
<b>Company number</b>	SC194930
<b>Registered office</b>	Morlich House 17 The Square Grantown-on-Spey PH26 3HG
<b>Accountants</b>	Johnston Carmichael LLP 66 Tay Street Perth PH2 8RA
<b>Business address</b>	Morlich House 17 The Square Grantown-on-Spey PH26 3HG
<b>Solicitors</b>	Morisons Erskine House 68 Queen Street Edinburgh EH2 4NN

**BASI PROMOTIONS LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE)**

**DIRECTORS' REPORT**

***FOR THE YEAR ENDED 31 MAY 2012***

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The directors present their report and financial statements for the year ended 31 May 2012.

**Principal activities**

The principal activity of the company during the year was the sale of videos, badges, clothing and equipment on behalf of the British Association of Snowsport Instructors Limited.

**Directors**

The following directors have held office since 1 June 2011:

David Renouf  
Fergus Waters

This report has been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

By order of the board

.....  
W Baird  
**Secretary**  
.....

**BASI PROMOTIONS LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE)**

**CHARTERED ACCOUNTANTS' REPORT TO THE BOARD OF DIRECTORS ON THE  
PREPARATION OF THE UNAUDITED STATUTORY FINANCIAL STATEMENTS OF  
BASI PROMOTIONS LIMITED FOR THE YEAR ENDED 31 MAY 2012**

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In order to assist you to fulfil your duties under the Companies Act 2006, we have prepared for your approval the accounts of BASI Promotions Limited for the year ended 31 May 2012 as set out on pages 3 to 6 from the company's accounting records and from the information and explanations you have given us.

As a practising member firm of the Institute of Chartered Accountants of Scotland we are subject to its ethical and other professional requirements which are detailed at <http://www.icas.org.uk/accountspreparationguidance>.

This report is made solely to the board of directors of BASI Promotions Limited, as a body, in accordance with the terms of our engagement letter. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than BASI Promotions Limited and its board of directors as a body, for our work or for this report. Our work has been undertaken in accordance with the requirements of the Institute of Chartered Accountants of Scotland as detailed at <http://www.icas.org.uk/accountspreparationguidance>.

It is your duty to ensure that BASI Promotions Limited has kept adequate accounting records and to prepare statutory financial statements that give a true and fair view of the assets, liabilities, financial position and profit of BASI Promotions Limited. You consider that BASI Promotions Limited is exempt from the statutory audit requirement for the year.

We have not been instructed to carry out an audit or a review of the accounts of BASI Promotions Limited. For this reason, we have not verified the accuracy or completeness of the accounting records or information and explanations you have given to us and we do not, therefore, express any opinion on the statutory accounts.

**Johnston Carmichael LLP**

.....

**Chartered Accountants**

66 Tay Street  
Perth  
PH2 8RA

**BASI PROMOTIONS LIMITED**  
(A COMPANY LIMITED BY GUARANTEE)

**PROFIT AND LOSS ACCOUNT**

**FOR THE YEAR ENDED 31 MAY 2012**

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	Notes	2012 £	2011 £
Turnover		64,041	41,449
Cost of sales		(23,184)	(27,807)
<b>Gross profit</b>		40,857	13,642
Administrative expenses		(18,760)	(12,757)
<b>Profit on ordinary activities before taxation</b>		22,097	885
Tax on profit on ordinary activities	2	(4,419)	(184)
<b>Profit for the year</b>	5	17,678	701

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**BASI PROMOTIONS LIMITED**  
(A COMPANY LIMITED BY GUARANTEE)

**BALANCE SHEET****AS AT 31 MAY 2012**

	Notes	2012 £	£	2011 £	£
<b>Current assets</b>					
Stocks		23,315		24,935	
Debtors	3	1,961		-	
Cash at bank and in hand		17,121		9,346	
		<u>42,397</u>		<u>34,281</u>	
<b>Creditors: amounts falling due within one year</b>					
	4	<u>(9,151)</u>		<u>(18,713)</u>	
<b>Total assets less current liabilities</b>			<u>33,246</u>		<u>15,568</u>
<b>Capital and reserves</b>					
Profit and loss account	5		<u>33,246</u>		<u>15,568</u>
<b>Shareholders' funds</b>			<u>33,246</u>		<u>15,568</u>

For the financial year ended 31 May 2012 the company was entitled to exemption from audit under section 477 Companies Act 2006. No member of the company has deposited a notice, pursuant to section 476, requiring an audit of these financial statements under the requirements of the Companies Act 2006.

The directors acknowledge their responsibilities for ensuring that the company keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its profit or loss for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the company.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime within Part 15 of the Companies Act 2006 and with the Financial Reporting Standard for Smaller Entities (effective April 2008).

Approved by the Board for issue on .....

.....  
David Renouf  
**Director**

**Company Registration No. SC194930**

**BASI PROMOTIONS LIMITED**  
(A COMPANY LIMITED BY GUARANTEE)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MAY 2012**

**1 Accounting policies**

**1.1 Accounting convention**

The financial statements are prepared under the historical cost convention and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008).

**1.2 Turnover**

Turnover represents amounts receivable for goods and services net of VAT.

**1.3 Stock**

Stock is valued at the lower of cost and net realisable value.

**1.4 Deferred taxation**

Deferred tax is provided in full on timing differences which result in an obligation at the balance sheet date to pay more tax, or right to pay less tax, at a future date, at rates expected to apply when they crystallise based on current tax rates and law. Timing differences arise from inclusion of items of income and expenditure in taxation computations in periods different from those in which they are included in the financial statements. Deferred tax assets are recognised to the extent that it is regarded as more likely than not they will be recovered. Deferred tax assets and liabilities are not discounted.

<b>2 Taxation</b>	<b>2012</b>	<b>2011</b>
	£	£
<b>Domestic current year tax</b>		
U.K. corporation tax	4,419	184
	<u>4,419</u>	<u>184</u>
<b>Total current tax</b>	<u>4,419</u>	<u>184</u>
<b>3 Debtors</b>	<b>2012</b>	<b>2011</b>
	£	£
Trade debtors	1,961	-
	<u>1,961</u>	<u>-</u>
<b>4 Creditors: amounts falling due within one year</b>	<b>2012</b>	<b>2011</b>
	£	£
Amounts owed to group undertakings and undertakings in which the company has a participating interest	1,807	17,893
Taxation and social security	6,594	858
Other creditors	750	(38)
	<u>9,151</u>	<u>18,713</u>

**BASI PROMOTIONS LIMITED**  
(A COMPANY LIMITED BY GUARANTEE)

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MAY 2012**

**5 Statement of movements on profit and loss account**

	<b>Profit and loss account £</b>
Balance at 1 June 2011	15,568
Profit for the year	17,678
	33,246
Balance at 31 May 2012	33,246

**6 Control**

BASI Promotions Limited is a company limited by guarantee which is wholly owned by the members of the British Association of Snowsport Instructors Limited. The members elect a representative Board who are responsible for the employment of the Chief Executive. The Chief Executive has overall responsibility for the handling of the Association's affairs including business and financial management.

**7 Related party relationships and transactions**

**Other transactions**

During the year the company made payments of £41,730 (2011 - £32,645) and received £19,644 (2011 - £31,618) on behalf of the British Association of Snowsport Instructors Limited. The company was charged £18,000 (2011 - £12,000) by the British Association of Snowsport Instructors Limited for management services.

The balance due to the British Association of Snowsport Instructors Limited at the year end amounted to £1,807 (2011 - £17,893) and is included in creditors. This is unsecured, interest free and repayable on demand.



The British Association of Snowsport Instructors Limited (BASI)  
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