

GDPR statement

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Welcome

BSAC

Annual General Meeting

2022



Introductions

Speakers & moderator

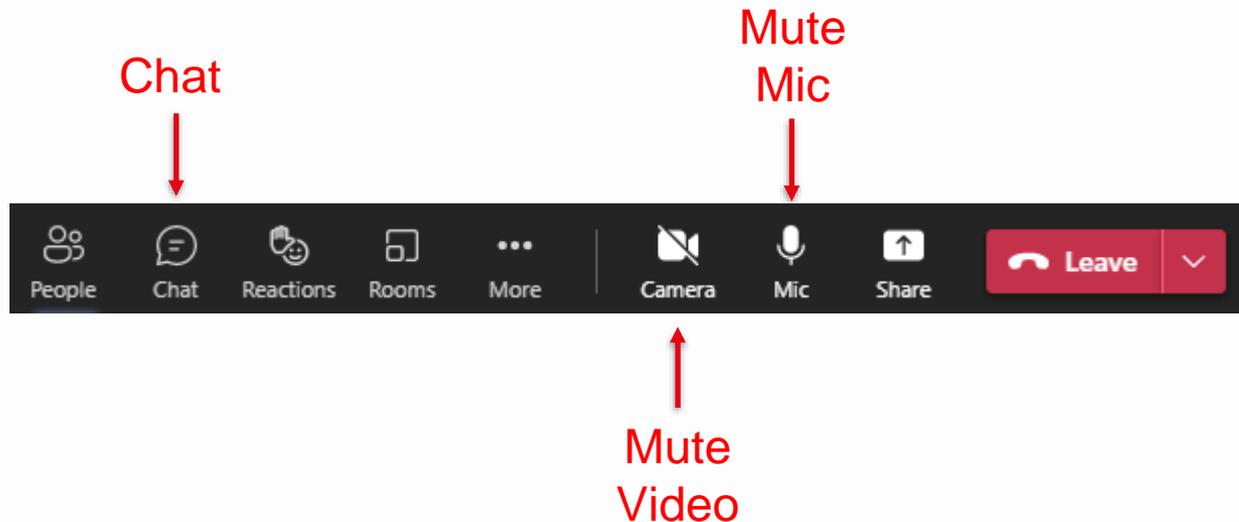
How the meeting will work:

- **Microphones & video will be muted centrally**
- **Asking questions**
 - Q&A in advance (on website)
 - Please use chat, even if just to say you want to speak, or raise hand
 - Will pause for questions at the end of each presentation
- **Voting on resolutions using Teams poll is now open. The link has been shared on chat window - voting closes at 10:40).**
- **Ad-hoc polls via forms**

Teams controls

Using Teams

- **Microphone and video muted centrally**
- **Questions via chat only**



Agenda

Time	Topic	Presenter
10:00	Welcome & agenda. Voting opens	Maria Harwood (Chair)
10:05	Secretary report	Edward Haynes (Hon Sec)
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11:00	NDO update	Dom Robinson on behalf of NDO
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11:45	Meeting close	

Honorary Secretary Edward Haynes

Annual General
Meeting 2022



Approval of minutes

1. Approval of the minutes of the previous AGM

Questions?

Ordinary Resolution to appoint auditors

- 1. To appoint Azets Audit Services as the Company's auditors to hold office from the conclusion of the Annual General Meeting until the conclusion of the next general meeting of the Company at which the Company's annual accounts and reports are laid before the meeting**
- 2. To authorise the BSAC Council to set the remuneration of the auditors**

Questions?

Special Resolution

The articles of association of the Company appearing on the Company's Website via the following link: www.bsac.com/proposedarticles and headed "*BSAC Articles of Association May 2022 (For AGM Approval)*" be adopted as the new articles of association of the Company in substitution for, and to the exclusion of, the existing articles of association of the Company titled "*BSAC Articles of Association July 2020*".

Not part of the special resolution: With a copy of the draft Articles is a detailed change document, also available on the BSAC website, at www.bsac.com/proposedarticles

Questions?

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Chair Report Maria Harwood

Annual General
Meeting 2022

BSAC
Dive with us



Content

Strategic focus

Review of 2021

2022 so far

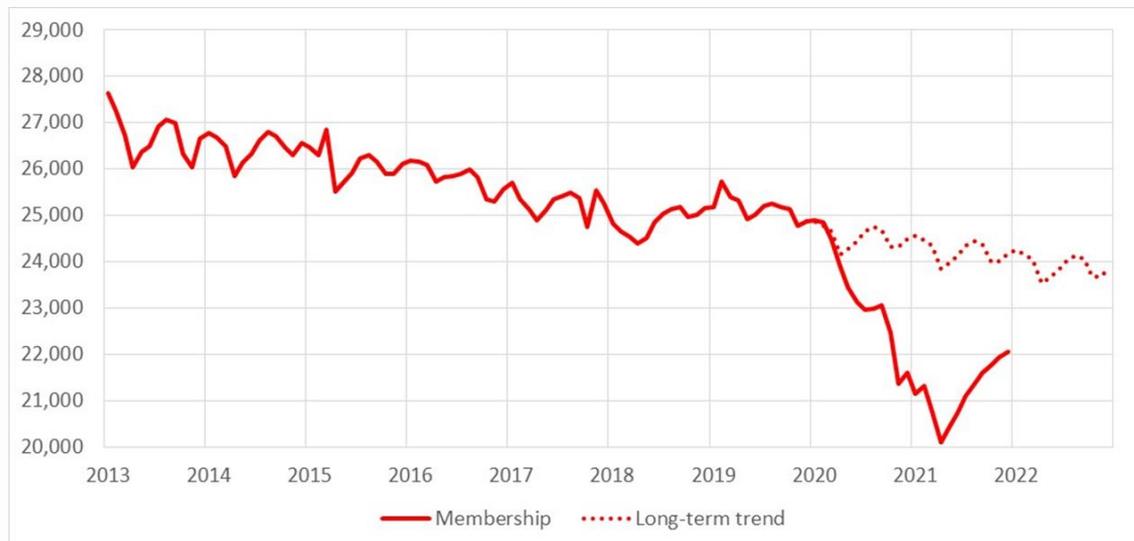
Thanks

Reminder - why we need to change

Industry & society trends

Declining & ageing membership

COVID magnified impact



Strategic Plan progress

Diving & Training

- **Advanced Ocean Diver**
- **Branch – centre partnerships**

Community

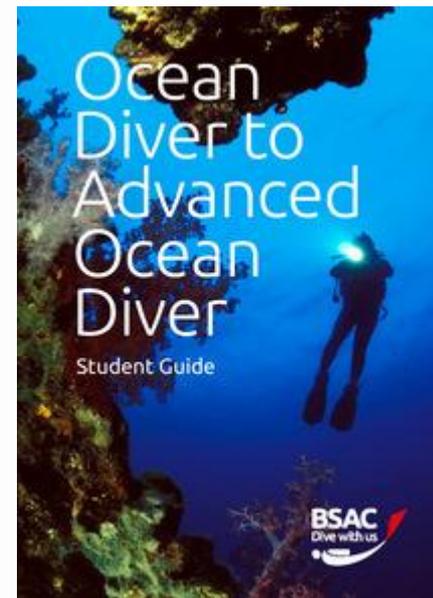
- **Launch of App**
- **Know & Grow webinars**

Environment

- **Environment policy**
- **Citizen science projects**

Delivery

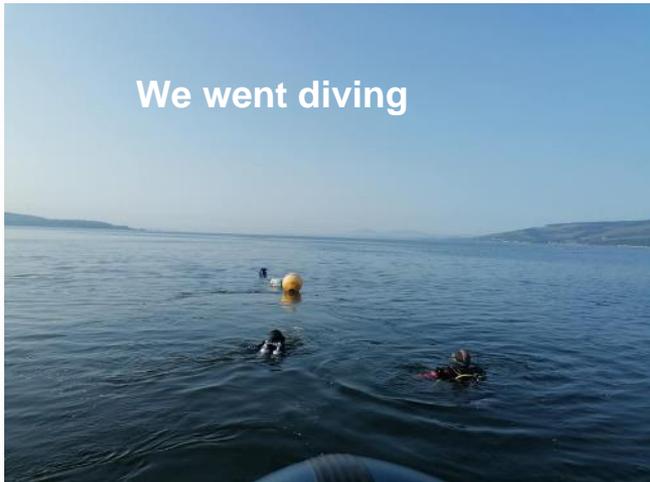
- **Strengthening HQ team**
- **Governance changes**
- **Data driven**



Operation Oyster
BSAC Dive with us



2021 in pictures



2021 in numbers

3,439 new members

653 Ocean Diver qualifications

146 ITS events

161 new OWIs

(72 qualified under Sport Eng)

26 centre-branch partnerships

60 webinars

**95 clubs signed up for
websites**

22,047 total members

3,936 total qualifications

1113 participants

6,635 total instructors

17 qualifications

4620 attendees

55 new live websites

We can all help

Recruit & retain members

- **944 left after 1st year, still unqualified (Covid impact?)**
- **Over 200 unanswered branch queries every month**

Reach out for (& offer) help

- **Know & Grow workshops**
- **DO workshops**
- **Realism re branch capacity**
- **Branch – centre partnerships**
- **Regional teams**
- **Other local branches**

2022 – so far....



Can you help

Can you offer expertise in any of these areas?

- Marketing & Communications, especially digital
- Business development and securing external funding
- Community platforms
- IT solution architecture and implementation advice

Please email maryt@bsac.com

Thank you



Claire Howard
Council



James Mudge
Council



Gerry Anderson
Council



Nigel Rogers
Chair of Audit Committee



Celia Marlowe
Council



Andy Shenstone
Council



Phil Harrison
Vice president

Welcome (or welcome back)



Edward Haynes
Chair



John Gibbon
Council member



Lisa Shafe
Council member



Helen Howard-Jones
Council member

Thank you

To all volunteers, and HQ team – we wouldn't be here without you
All of you for sticking with us during difficult period



Thank you

Any questions



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Annual Report 2021

Annual General Meeting 2022



Key messages of 2021

Membership

- New members up 919 from 2,520 in 2020 to 3,439.
- Fully paid members up 453 from 21,594 in to 22,047.

Operating Income

- Operating income up 6% from £1.4m to £1.5m in part due to pack sales and instructor training recovering.

Expenditure

- Expenditure decreased from £1.6m to £1.5m, as savings on digital SCUBA continued as well as savings made in 2020.

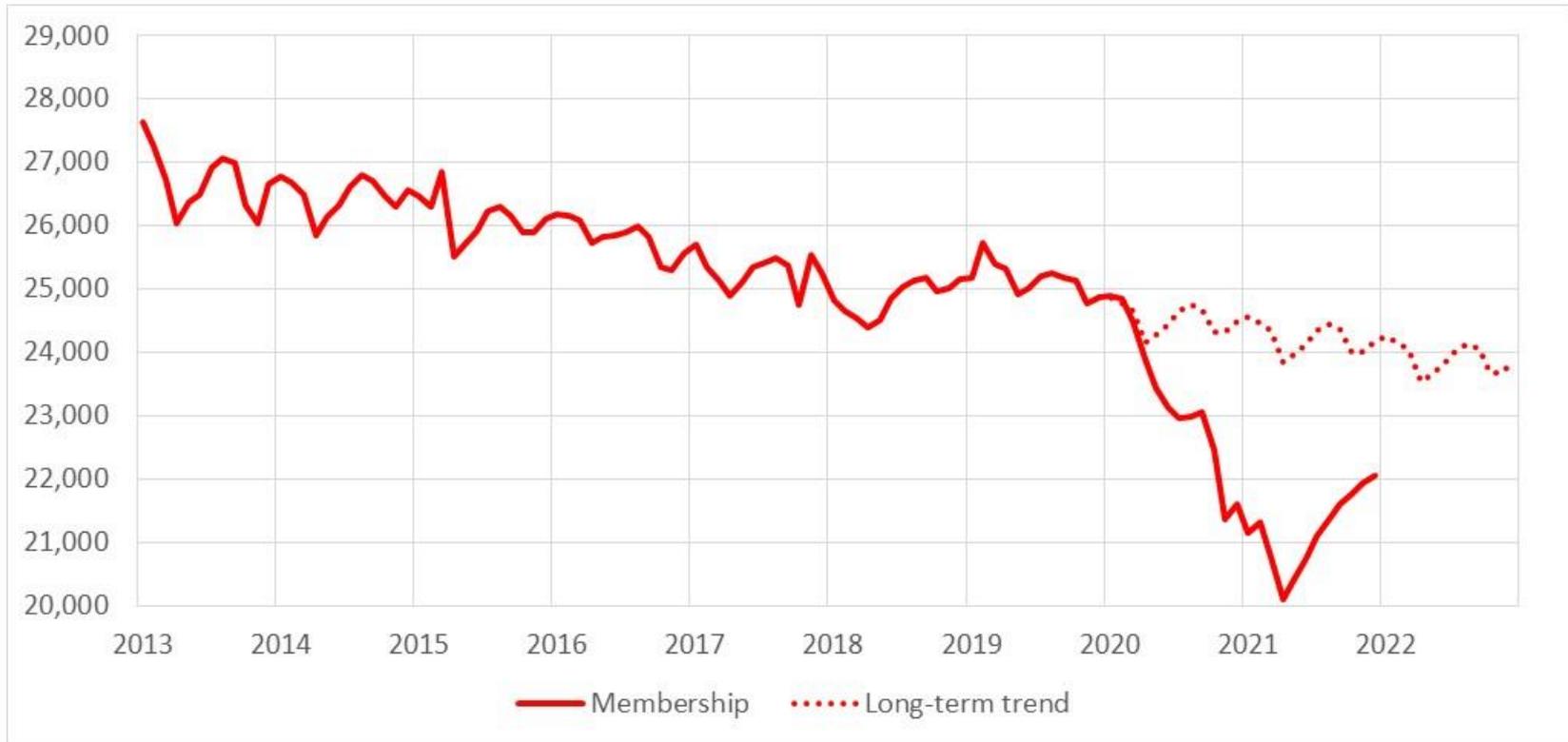
Grant income

- Grant income of £107k was released to the P & L in 2021.

Overall impact

- Including the £107k grant, BSAC made a surplus of £100k.

Long term membership trend

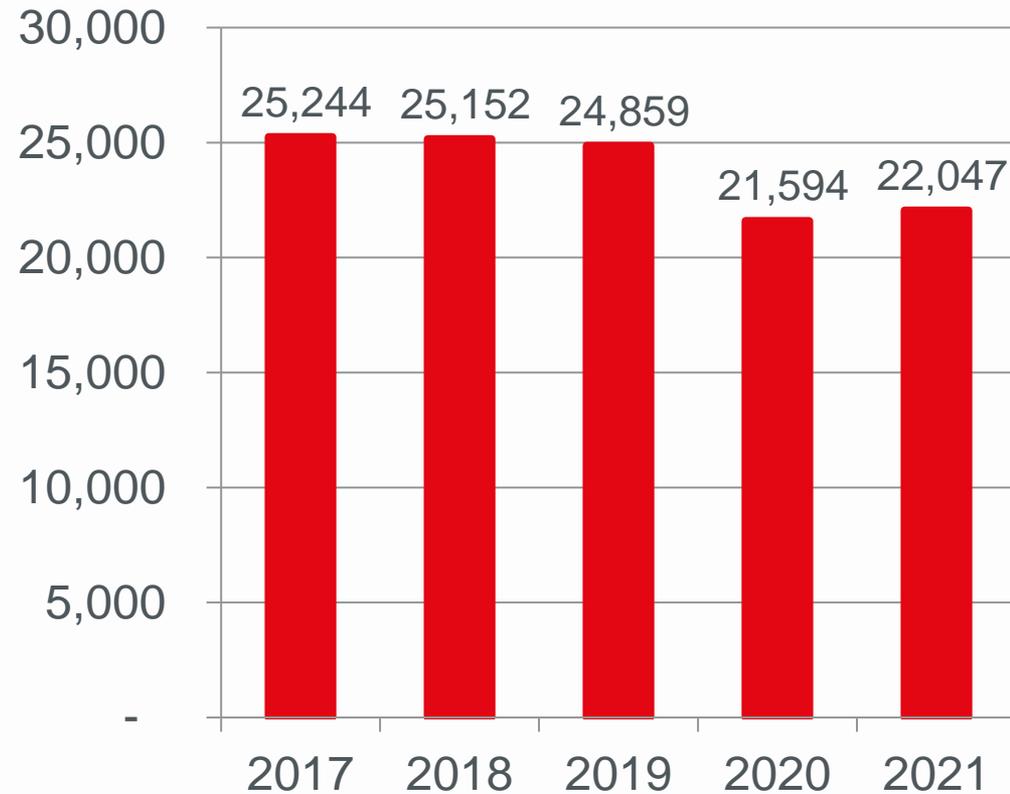


- Covid hit membership hard in 2020, especially new members.
- We have seen a bounce-back in 2021.
- We need to reverse not only the impact of Covid, but also the long-term decline.

Membership

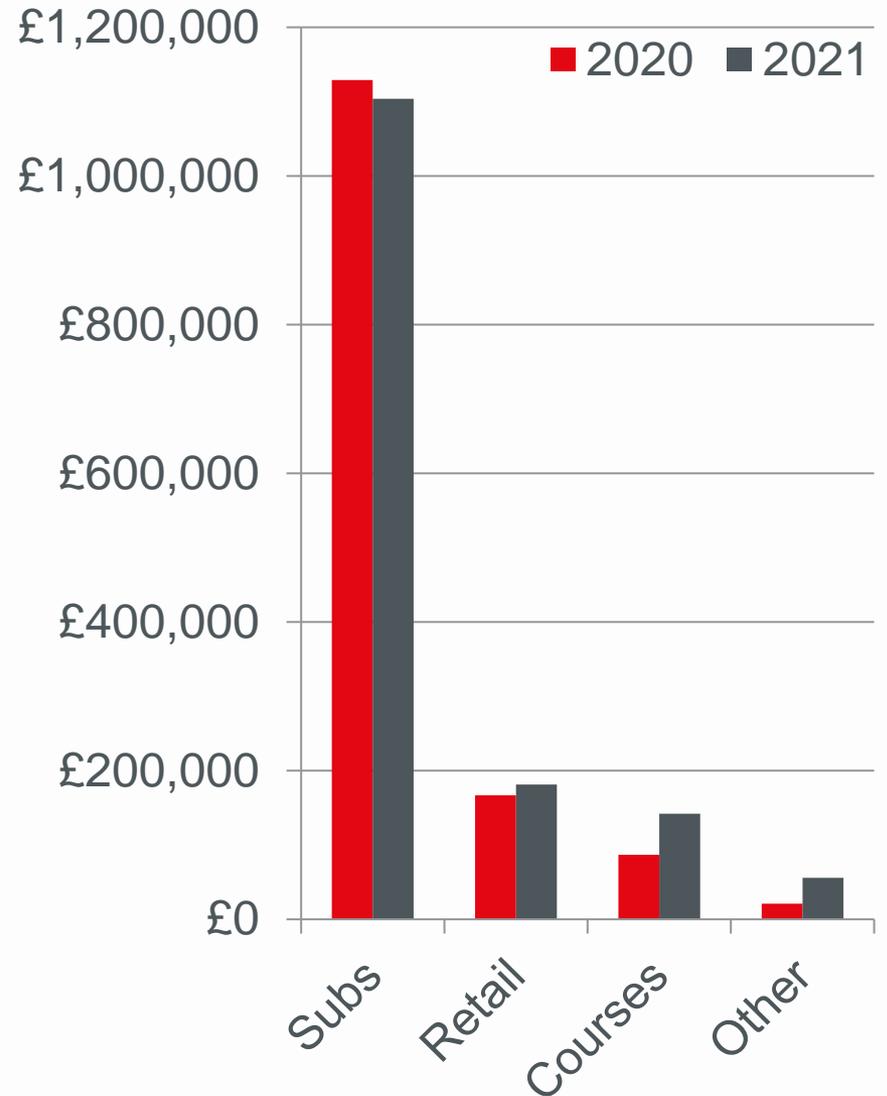
- Fully paid member numbers have increased by 3,310 for 2021.
- Covid restrictions eased in July which contributed to new members being up from 2,520 to 3,439.
- Renewals held up, especially Direct Debits.
- At April 2022 members are 22,120.

Members 2017-2021



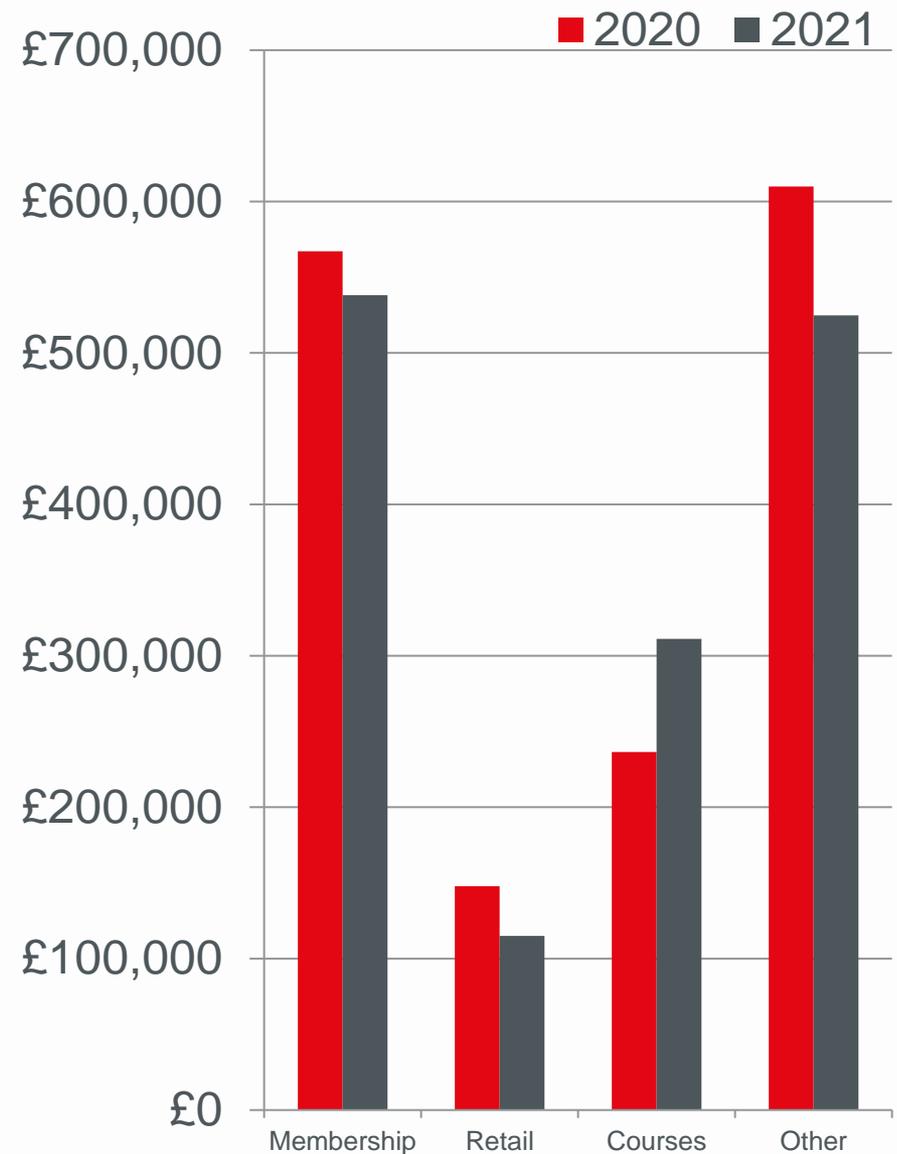
Income

- Income is largely driven by subscriptions. Income from subscriptions fell by £25k as average membership was down (although year end membership was up).
- Course income increased by £55k.
- Training pack and other sales increased by £14k.
- Overseas royalties and fees were up £33k.
- Overall impact was an increase of £79k (6%) from £1.404m to £1.483m.



Costs

- We took action to reduce costs in 2020 and these savings continued into 2021.
- £29k from switching to a digital version of SCUBA for part of the year.
- £33k from cost of sales savings.
- Overall impact was a fall of £72k (5%) from £1.561m to £1.489m.



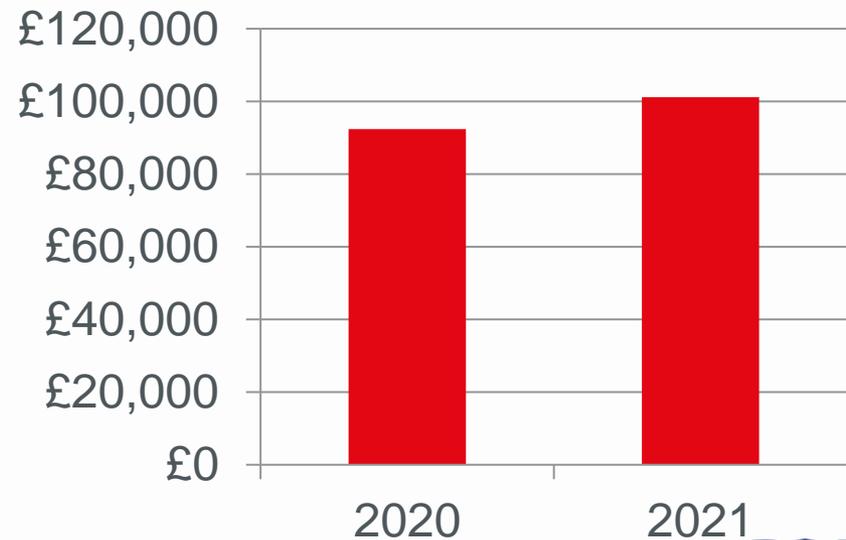
Overall Performance

Pre-tax operating deficit (excludes grants)

- 2021 (£6,427)
- 2020 (£157,566)

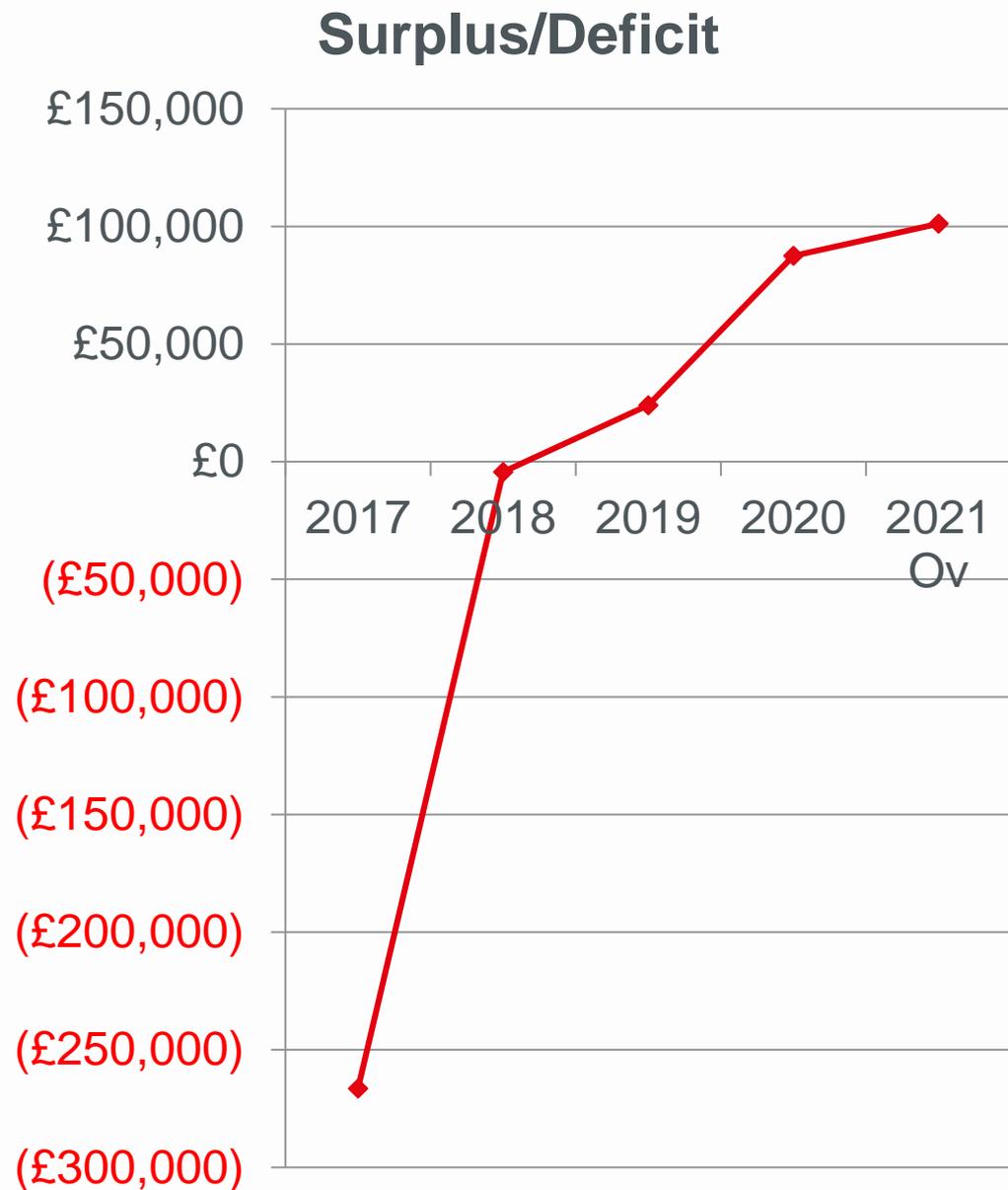
Post-tax surplus (includes grants)

- 2021 £101,165
- 2020 £92,390



Surplus 2017-2021

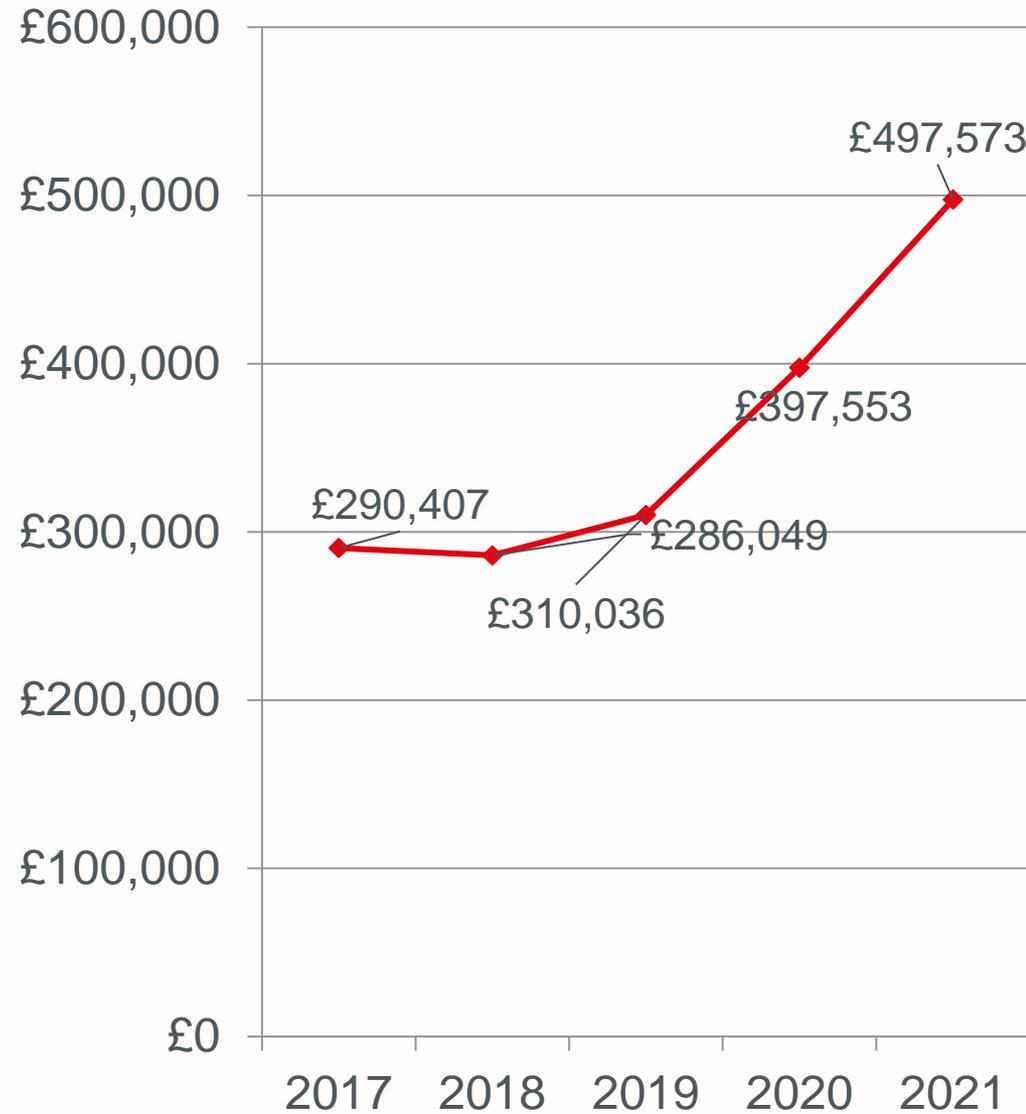
- We invested in the website & digital services between 2016-2018
- The operating deficit for 2021 was (£6,427) but after applying the grant income that improves to a surplus of £101,165
- Cash and budget for 2022 remains tight and is being closely monitored



Balance Sheet

- Reserves increased by £100k due to the overall surplus for the year

BS 2017-2021



Review of 2021

What happened?

- Digital SCUBA/ bi-monthly printed
- eLearning
- Online TIE's continued
- Webinars
- Sport England grant - £107k
- Sport England OWI/DL project
- Local authority grant - £25k
- Staff reduction
- Sale of HQ building fell through
- 2021 – 3 year rolling strategy 2022-2024
- Recruitment HoDT

Audit 2021

Outcome of audit

- Scope of Audit was reviewed to reduce fees.
- Auditors report a clean Audit Report with no issues raised at the audit review meeting.
- The independent BSAC audit committee are pleased with the auditors findings and with the strength of the financial controls in place.
- Management accounts continue to be presented to Council monthly and discussed in detail at board meetings.
- 1st quarter results for 2022 indicate a small surplus for the year, unless a decision to invest in strategy is made later in the year.

Thanks to retiring Audit Chair

Nigel Rogers



2022 and beyond

- 2022 has started well, but we are cautious given the current economic environment.
- Loyal members stayed with us during 2020 and 2021 and this is expected to continue in to 2022 so we build on that core base.
- New strategy is in place to deliver the change required to rebuild the organisation.

Questions?



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NDO Report Dom Robinson on behalf of Dai Atkins

Annual General
Meeting 2022

BSAC
Dive with us



National Diving Committee

Steering Group

- Coaching
- Diving Activity
- Diver Training
- Instructor Training
- Safety
- Snorkelling
- Technical



Coaching

Branch, Regional and National support

- Special interest webinars
 - 220 webinars hosted
 - 8,000 attendees
- Reinstatement of PoE
- Equality, Diversity and Inclusivity training
- Excellent uptake of the Sport England funded scheme to develop more *Dive Leaders > OWIs*



Diving Activity

Diving with a Purpose

- New/reinvigorated group
- Projects
- Expeditions
- Branch & Group activities
- Environmentally aware training module
- Supports community & environmental aspects
- Engaging members at all levels of experience
- Developing links with others to widen opportunities, e.g. NAS, Seasearch



Diver Training

Our Diving Products

- Advanced Ocean Diver – complete
- Nitrox workshop(OD Level) - revised
- New courses
 - Primary Donate
 - Tables workshop
- Dive Leader review in progress
- eLearning platform
 - Foundation courses (DD, OD, AOD, SD)
 - AED Awareness
 - EDI



Instructor Training

Keeping the ITS Active!

- Hybrid online OWIC pilots
- Resumption of ITS activities
- ITS Resources on main website
- Sport England
 - Support instructor development
 - Predominantly OWIs but also engages AIs and higher to support the structure
- Instructor training webinars
 - ITs & Course Senior Instructors & Examiners



Safety

Keeping You Safe

- Return to Diving Guidance
 - Shore and boat diving
 - Pools and clubs
 - Instructing and group operations
- Medical Guidance
- Resuscitation Council guidance
- Safety webinar series
- 250+ AED Instructors recertified



Snorkel Training

Our Snorkelling Products

- SITCA materials revised
- New materials:
 - ASITCA
 - Snorkel Guide (in progress)



Technical

Staying at the Forefront

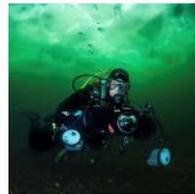
- New courses
 - Twinset Instructor workshop
 - MOD 2
- Involvement with RTC, CRISAG and ISO development standards for
- Technical Instructor Courses in ITS
- Highly active on social media



What About Diving?!!

On the up!

Some of us managed it!



Safety Commendations

CPR to pool trainee

- Jeremy Coton, Matt Pryme

CPR to diver in distress

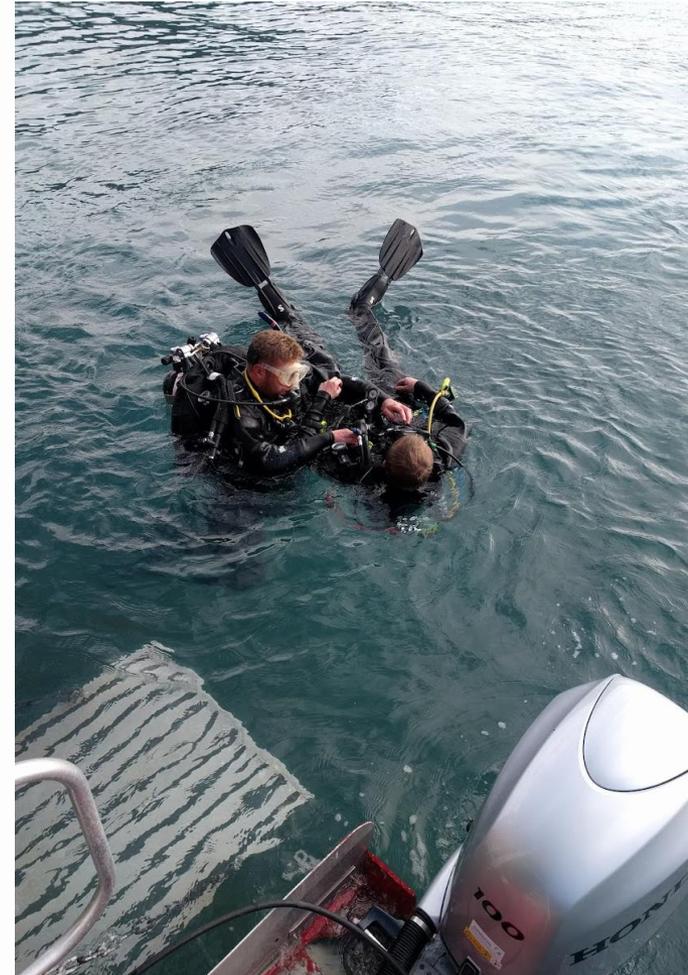
- Mike Morgan, Imogen Broad, Rhian Antony, Aidan Smith, Michael Bramham
Michael van Cauter.

Rescue & CPR

- Izaak Aitken, Scott Gillham, Paul Towers

CPR to unconscious diver

- Quentin Spottiswood and the Southern Scuba rescue team



Diver Awards

First Class Diver

- 2 successful candidates in 2021
 - David Ashmore
 - Stephen Winstanley
- *Most Meritorious – Dead heat!*



Instructor Awards

Open Water Instructor

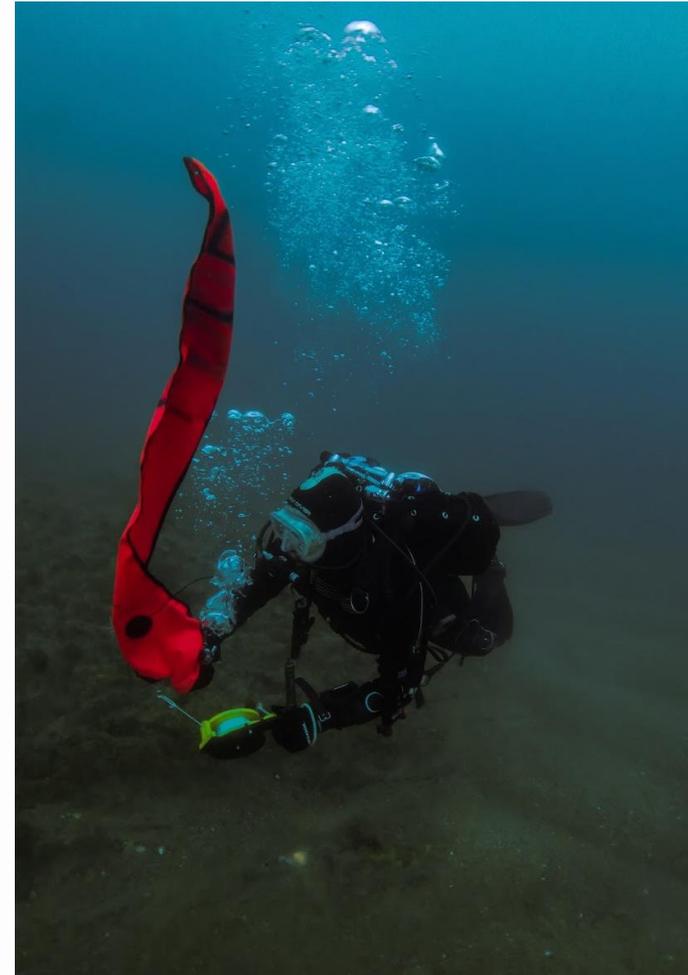
- 161 successful candidates in 2021
- *Most meritorious* - Alexis Moreno

Advanced Instructor

- 12 successful candidates in 2021
- *Most Meritorious* - Cara Nicholson

National Instructor

- 2 successful candidates in 2021
 - John Potten
 - Dave Woodward
- Most Meritorious - John Potten



Wilkinson Sword

Awarded annually to the candidate who has the most admirable performance in a BSAC nationally assessed examination

- Jacob Broughton-Venner



Volunteer of the Year

Presented to the BSAC member who goes that extra mile in the promotion of BSAC and their own club's aims and objectives

- Johnathan Hudson



Special Thanks

Staff and Volunteers

- Diving & Training Team - HQ
 - Jim, Adrian, Geoff, Diane & Jenny
- NDC
 - Coaching – Mark Paisey
 - Activities – Jane Maddocks
 - ITG – Ginge Crook
 - Safety – Jon Parlour
 - STG – Sophie Rennie
 - Technical – Sophie Heptonstall
- Regional Coaches
- All our volunteers



Questions?



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Declare results of voting

Number of eligible voters	20,466
Total number of votes cast:	1,056
Turnout:	5.2%
Number of votes found to be invalid:	0
Total number of valid votes to be counted:	1,056

Announce results of voting Ordinary resolutions

Appointment of auditors

To appoint Azets Audit Services as the Company's auditors to hold office from the conclusion of the Annual General Meeting until the conclusion of the next general meeting of the Company at which the Company's annual accounts and reports are laid before the meeting

RESULT	No. votes	% of valid vote
For	415	98.11%
Against	20	1.89%
As they see fit	619	

Announce results of voting Ordinary resolutions

To authorise the BSAC Council to set the remuneration of the auditors

RESULT	No. votes	% of valid vote
For	439	98.20%
Against	19	1.80%
As they see fit	598	

Announce results of voting Special resolution

The articles of association of the Company appearing on the Company's Website via the following link: www.bsac.com/proposedarticles and headed "BSAC Articles of Association May 2022 (For AGM Approval)" be adopted as the new articles of association of the Company in substitution for, and to the exclusion of, the existing articles of association of the Company titled "BSAC Articles of Association July 2020".

RESULT	No. votes	% of valid vote
For	609	97.53%
Against	26	2.47%
As they see fit	421	

AGM 2022 Council Election Results

Voting Process

- Election administered by Civica as usual
- Nominees sent in their nomination which they checked before going live on Civica
- Any BSAC members entitled to vote were sent codes to vote on Civica's website
- **Members were reminded by email to vote**
- Publicity re the election was via normal channels (SCUBA magazine, BSAC Talk, blog, etc.)

AGM 2022 Council Election Results

Nominations

BSAC Chair

Two nominations

Council Members

Three nominations for four available Council seats, all **elected unopposed**

John Gibbons,

Helen Howard-Jones

Lisa Shafe

AGM 2022 Council Election Results

Voting: BSAC Chair

Edward Haynes - 687 votes - Elected

Andrew Shenstone - 665 votes

Number of eligible voters:	20,466
Total number of votes cast:	1,415
Turnout:	6.9%
Number of blank votes	68
Total number of valid votes counted:	1,352



Questions?



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AOB?

Opportunity for post-meeting Q&A

Email maryt@bsac.com

Thanks to retiring BSAC Chair

Maria Harwood

Keep in touch

bsac.com

[facebook/britishsubaquaclub](https://www.facebook.com/britishsubaquaclub) | twitter.com/bsacdivers

(0)151 350 6200 | info@bsac.com

