

**British Sub Aqua Club**  
**66<sup>th</sup> Annual General Meeting**  
Teams Meeting various locations  
25<sup>th</sup> July 2020

In attendance:

**Council members**

Maria Harwood (MH)	Chair
Rachel Sharp (RS)	Hon Secretary
Karen McKnight (KM)	Hon Treasurer
Dai Atkins (DA)	NDO
Andrew Shenstone (AS)	
Rachel Quinn (RQ)	
Gerry Anderson (GA)	
Claire Howard (CH)	
Dave Bell (DB)	
David Brander (Davs)	
Janos Suto (JS)	
James Mudge (JWM)	
Mark Lovesley (ML)	
Brian Cumming (BC)	Vice President
Jane Maddocks (JM)	Vice President
Tony Marshall (TM)	Vice President
Phil Harrison (PH)	Vice President
Clare Peddie (CP)	Vice President

**HQ representatives**

Mary Tetley (MT)	Chief Executive Officer
Wendy Meadows (WM)	Chief Operating Officer

**HQ Staff**

Chris Horan

**SCUBA**

Simon Rogerson (SR)	(Editor)
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**BSAC Members**

Al Locke	David Adey	Jim Darbyshire
Alex Warzynski	David Ashmore	John Barton
Alison Dando	David Woodward	John Campbell
Anna Robertson	Dominic Walley	John Hough
Anna Rogerson	Dr Maggie Clamp	John Kermode
Anne Williams	Duncan Locke	Jon Parlour
Barry Duplock	Edward Haynes	Kat (guest)
Basil Polychronopoulos	Fran Hockley	Ken Crow
Carol Warren	Geoff Oldfield	Krystal G
Christopher Wallace	Geoffrey Prince	Louise Whitehouse
Craig Fynn	George	Luke Mynott
Damian Wozniak	Ginge Crook	Marcus Sharp
Dave Bell	Gordon Kaye	Mart Holloway
Dave Lock	Ian (guest)	Martin Maple
Dave Lucas	Jack Franklin	Martin Peake

Michael Figgie  
Mick Figge  
M J Berry  
Neil Abbott  
Nick Ward  
Nos (guest)  
Paul Beal

Rachael Brown  
Richard Carey  
Rob Higgle  
Robert Gormley  
Roger Howells  
Ron McRae  
Ryan Crawford

Sara Robertson  
Sharon Atkins  
Simon Murray  
Stephen Dorricott  
Steve Orange

With 86 attendees the meeting was quorate and meeting opened at 10.00.

**1) Opening address:**

The Chair thanked everyone for attending and explained that members had been invited to submit questions in advance, which were already answered on the Website included as appendix 1. Meeting participants were also invited to ask questions via the chat, or by email to the CEO after the meeting.

**2) Honorary Secretary Report**

a) **Apologies:** Geoff Hide and Harry Gould.

**b) Minutes of the 65<sup>th</sup> AGM**

Damian Wozniak requested a correction to the spelling of his name. He was informed that this has now been amended.

There were no further amendments during the meeting, therefore the minutes were recorded as accurate.

**3) Election Results:**

a) Vice Chair – Two nominations  
Rachel Quinn 1,138 votes – **ELECTED**  
Mark Allen 401 votes

b) Council – Six nominations for two positions  
Rachael Brown 679 - **ELECTED**  
Edward Haynes 658 – **ELECTED**  
James Mudge 499  
Sharon Atkins 479  
Heath Samples 347  
Gary Lloyd 105

**4) Ordinary & Special Resolutions:**

**The Ordinary and Special Resolutions were explained. There were no questions, and attendees were reminded that voting would close at 10:40.**

**a) Chair's Report: Thanks and welcome**

The Chair welcomed the new council members, all of whom were attending the AGM, and thanked retiring Council members Geoff Hide, Dave Bell and James Mudge.

**Presented Chair's report which is included as Appendix 2  
Questions arising from Chair's report**

*Damian Wozniak: digital magazine is cheaper and is the way things are going & suggested that if people wanted a paper copy they should pay more for that.*

Chair: this would be considered by the project team.

*Damian Wozniak: re decreasing membership, are the leavers people who had just finished training or long-standing members.*

Chair: it is a mixture but that there is a significant drop off of newly trained members.  
*Richard Cary asked if a self-printable version an option.*

Chair: this will be considered by the project team.

*Dr Basil Polychronopoulos: should we have a poll on whether members were happy with iSCUBA? iSCUBA would save on paper and costs, and could be printed if required. He also mentioned the environmental issue about printed copy*

Response: member survey showed that most people preferred paper copy.

However, that was before we only had the digital magazine and that this would be revisited for feedback now people were more used to digital.

*Barry Duplock: will there be more medical referees as there seem to be a shortage?*

Maggie Clamp responded:

- Recruiting is an issue due to time & cost.
- Remote consultations possible, with supporting information provided by local non-diving doctors.
- Concerns re specific advice received to be dealt with offline.

*Alex Warzynski: could we remove the need for a diving referee and have a decent briefing and use normal GPs?*

*Maggie Clamp: UKDMC not confident that non-diving doctors have expertise. Also Would involve non-diving doctors working outside of their knowledge with associated risk of claims.*

*Jack T: there seems to be a desire to increase diversity around age, should there not be a focus on increasing the value of BSAC membership so that once new members do their training, they'll want to keep there?*

MT responded and asked for suggestions to be emailed to her.

*Krystal G - Will BSAC consider moving to a monthly direct debit for membership fees.*

MT: this has been considered, but the cashflow implication made it not possible at the present time

#### b) **Thanks**

Chair finished by thanking all volunteers, who are key to BSAC.

Thanks to all the members who have renewed despite not being able to dive.

Thank you to the HQ team who continue to deliver and support members despite staffing reductions.

#### 5) **Honorary Treasurer's Report:**

##### **Presentation is attached at Appendix 2**

##### **Questions arising from Treasurer's report**

*Damian Wozniak: what proportion of the income related to training packs which obviously have a cost implication. So would digital training have a lesser cost implication and would there be income from it.?*

Response: this requires further analysis, but the strategic direction does include digital training packs.

*Damian Wozniak: has asked this question before. Since BSAC financial statements show deferred membership income as creditors amounts falling due within one year why is there not a corresponding amount shown for deferred life membership for creditors amounts falling due over year?*

Treasurer: please email the question so that she could answer him to his satisfaction.

i)

*Alex Warzynski: when will BSAC run out of cash?*

Treasurer: BSAC is a going concern and the forecast is that we should continue to be so until the end of 2021 and beyond as long as things carry on positively.

- 6) MH Thanked Rachel Quinn and Wendy Meadows for their hard work in obtaining the grant from Sport England

7) **NDO's Report:**

Dai Atkins presented the NDO's report which can be found at Appendix 2

- a) NDO ended by thanking the volunteers. Special thanks were made Ginge Crook, Sophie Rennie, Dom Robinson, Jon Parlour, Mark Paisey, Dave Ashmore, Regional coaches, Instructors, Branch Officers, all volunteers, and HQ staff delivering despite reduced staffing.

8) **Questions for the presenters**

*Damian has suggestions as to how income could be made despite falling membership but will put them in an email*

*MH asked for feedback on chat as to the format of the AGM*

The feedback from several people on chat was very positive.

*Mart Holloway - With the current dip in members is there going to be an awareness drive about diving in the UK?*

He was informed that this was planned

*Ryan Crawford- Do we know the number of members that have been reading/opening iSCUBA as compared to the numbers of magazines printed?*

Response: 34,000 downloads were made of the latest issue

9) **Voting results for the ordinary resolutions**

Honorary Secretary reported

Number of eligible voters 21,900 / Number of votes cast in advance 862 / number of votes cast in the meeting 20 = Total no of votes 882 with no invalid votes

**Ordinary resolutions**

- a) Resolution 1 - For 866, Against 16

**To re-appoint Gardners Accountants Ltd 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. PASSED**

- b) Resolution 2 - For 869, Against 13

**To authorise the BSAC council to set the remuneration for the auditors for the ensuing year. PASSED**

**Special Resolution**

Special resolution - For 837 Against 45

**Proposed by BSAC Council:**

**"That the articles of association of the Company appearing on the Company's website via the following link: [www.nbsac.com/proposed](http://www.nbsac.com/proposed) articles and headed "BSAC Articles of Association 2020" 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 2017". PASSED**

## 10) AOB

*Krystal G – suggested focus on members of uni clubs who are graduating uni and moving to different areas. Could we find ways to help them stay connected?* Response: this is being looked into and James Mudge had been focusing on this area.

*Barry Duplock - How many BSAC clubs in UK & how many are participating in the AGM?*

Post meeting Note: We have 718 UK clubs and 72 cubs were represented at the AGM.

*Basil Polychronopoulos: BSAC subscription has been paid despite us not being able to dive - is there any compensation for the members that have propped BSAC up? Even if just a small gesture or a thanks.*

MH agreed that we should write to thank people but we do not have the resources so we can explore something with value but no cost.

She did reiterate that we have made a lot of content free of charge on line.

11) Meeting closed at 11:50

## Appendix 1 - Pre AGM 2020 Questions and Answers

There will be a brief Q&A session during the webinar, and we've also added the opportunity to ask questions in advance.

**Q: In the 2019 Group Income Statement, as published in the May 2020 edition of SCUBA, there is an income of £12,000 listed under 'Sponsorship & Grant funding'. An equal amount was expended under 'Sponsorship & Grant funding utilised'.**

- 1. Who were the sponsors or granting bodies?**
- 2. On what were the monies expended?**

A: The sponsor was Malta Tourism. They wanted to sponsor Ocean Diver training, and so we included a Malta promotional booklet in the Ocean Diver training packs and provided some advertising in SCUBA magazine.

**Q: The removal of a club magazine is an odd article of association change. Please detail why we should lose it?**

I would like to ask why we are changing the rules to remove the requirement to publish a magazine. We have long had a magazine and most people I have spoken to don't find it easy to see the digital version. In fact, many of us don't read digital magazines at all and advertisers are generally not enthusiastic either. I am surprised that such an important change as this is hidden away in a rule change.

A: The recent decision to suspend publication of a printed magazine was a direct consequence of COVID-19 and lockdown. It is a temporary measure, and we plan to return to a printed magazine soon.

We fully understand the importance of SCUBA magazine to the members. When we stopped distributing the physical magazine, we contacted every member in advance to inform them of the plan, and we received many emails in response that, while understanding our reasons, regretted the absence of a physical magazine. This is also backed-up by the results of the latest membership survey, which told us that SCUBA magazine is highly valued by our membership. Returning to a physical magazine as soon as is practicable is a high priority for us.

This section of the Articles dates back to a time prior to emails, when sending a physical magazine, and publishing a physical diving manual, were the only means to keep members updated with the latest developments. It now seems anachronistic to mention the need to publish a magazine, but not to mention the need to have a website or social media presence.

So while we fully intend to return to a physical magazine as soon as is practicable (hopefully in a matter of months), we believe that Articles of Association are not the place for this sort of detail.

**Q: Please can BSAC enable payments using PayPal for courses and materials on the BSAC website? Is there any issue preventing enabling PayPal payments on BSAC's website?**

A: We have considered using PayPal for courses and materials. However PayPal charges significantly more than other bank cards, and while it is sometimes a little more inconvenient, overall we believe it is better value for members if we do not offer this option.

**Q: Is it not time BSAC shared training materials electronically rather than relying on expensive printed materials?**

**Many of us prefer online materials, and this would increase membership learning at no cost to BSAC.**

A: We have been working hard behind the scenes, and have some new eLearning materials ready for launch. Watch this space! eLearning is not free, however, as there are set-up costs and ongoing IT support costs.

**Q: How does BSAC, and the Council, in particular, intend to improve its services and communications for snorkelling and snorkellers and in particular youngsters ie junior snorkellers and snorkel clubs?**

**Over the years since incorporating the NSC, the services for snorkellers has been very poor and appear to have been generally overlooked!**

A: We have made some good progress in this area. In particular, the Snorkel Diver program has recently been updated, as has the Snorkel Instructor Training Course & Assessment. Snorkel Dive Manager has also been released as well as a review of the Snorkel Life Saver and Advanced Snorkel Life Saver. We are now looking at the Advanced Snorkel Instructor Training Course & Assessment.

Snorkelling instructors are further supported with a monthly email by Marg Baldwin, and historic Safety Talks can be found via the Safety Articles link on the BSAC website. SCUBA magazine is also available online to snorkelling members.

We welcome feedback from all our members and want to engage with as many people as possible. If there are specific areas you feel could be improved, please do send us your suggestions.

**Q: What are the plans to encourage less-abled divers to participate in scuba diving?**

A: BSAC's Diving for All (DFA) programme provides divers, clubs and centres with the knowledge and skills to help everyone enjoy the underwater world. The DFA Instructor course focuses on encouraging instructors to be flexible and adaptable in how they approach teaching of divers with disabilities.

This is complemented by a DFA Dive Managers and Buddies course, which focuses on how club members come together to support each other in their diving activities. During lockdown, we have taken the initiative to deliver the DFA Dive Managers and Buddies course via webinar, and around 250 members have completed this course. We are now exploring how we can deliver an upgrade path for the instructors who completed the Dive Managers and Buddies course.

We have had a lot of positive feedback on the DFA programme and it's something we are very proud of. We welcome any other ideas on how we can be more inclusive.

**Q: Suspension of a member may be delegated to a committee. Why is there no time limit put on the length of suspension as a member could find him or herself in limbo for an indefinite period and effectively at the mercy of a subcommittee of Council?**

A: We understand the concern. Suspending a member is a serious matter, and should not be taken lightly, although fortunately, these cases are very rare. The terms of reference for the committee will provide clear guidance on this and will require a monthly update on the status of any suspension. It is important that any suspension is resolved as quickly as practicable, however, there are circumstances, such as ongoing criminal proceedings, where it is not easy to know when the issue that led to the suspension will be resolved.

**Q: Do you intend supporting the Overseas BSAC Schools or are we still left to swim uphill on our own ???**

A: BSAC is keen to work with overseas and UK centres. The last few months have shown how BSAC can work in a more effective and efficient way with technology and this will enable us to support overseas centres in the future. Online webinars and video meetings are now a tool which BSAC are using in a very proactive manner, and we plan to use this to increase communications with centres. The centres told us that you want e-Learning and we have listened and developed an e-Learning solution for Ocean Diver and Discovery Diver. We hope this will help you to support your customers more easily. We are in the final stages of clarification and pricing and will then be launching this offering. We will be contacting you again soon to explain how this will be made available, and to explore how else we can support you.



**Q: What support is there going to be for uni clubs based on the pandemic and the fact we're not going to have a normal fresher week?**

A: Freshers' fairs are a critical time for Uni Branches, and every year we work together to put on some great events that attract lots of new members. We too are worried that we will not be able to run any physical events this year. Every Uni Club is different, and so we are speaking to them individually about how they are dealing with their Freshers' week. A plan is being put together to support Uni Clubs either via online platforms, zoom meetings, and webinars. Sport is an important part of university life, and we are working with University Sports Unions and also BUCS to understand how they intend to deliver sport to the universities and how we can help them fulfil their roles.

**Q: I am quite astonished to note that, presuming BSAC strive to be gender non-specific (apologies if wrong term used), that "he" is used some 34 times in the proposed document - with I think only 2 being "he or she"s.**

A: You are right. We should have taken the opportunity of revising the Articles to correct this historic anomaly. We are now looking at whether it is possible to amend the Special Resolution at the AGM, to make the necessary changes.

We know that diving clubs do not represent the diversity of society, and we are keen to change this. We have started some work on inclusivity and, whilst the Articles are a small part of this, using gender-neutral language would help send a signal to wider membership that we are an inclusive organisation. If we are unable to make the changes this year, then we will propose a motion making the changes next year.

**Q: Can the BSAC brethren have a categorical assurance that the SCUBA magazine will be returning to a printed hardcopy format when the worst of Covid-19 is over?**

A: The printing and posting of the magazine is subsidised by advertising, and the decision to go digital-only was in response to a dramatic reduction in advertising revenue as a result of Covid-19. We know that many of our members prefer to receive a printed magazine, and we hope to return to this. We are initiating a tender process to establish a long-term contract for the magazine, and the requirements will include a printed magazine as well as exploring options to make more digital content available, which has also been requested by members. However, it would be irresponsible of us to offer any categorical assurance without understanding the financial implications, especially in these difficult times. We will consult with members during this process.

**Q: Have the anomalies I have raised with Council in the proposed revised Articles of Association 2020 been addressed (these relate to gender)? This question may be ignored if the AGM accepts the concept of an "Ordinary Resolution to amend the Special Resolution"**

A: Unfortunately, we received your feedback after the Special Resolution had been put to members for a vote, and the legal advice is that we cannot propose further amendments to the Articles by an Ordinary Resolution at the AGM. We attempted to get members feedback on the proposed Articles changes by publishing the draft changes on the website in February and highlighting this in BSAC Talk in advance of voting. We only received feedback from one member, which was disappointing. We will explore how we can encourage more active member review at the draft stage in future.

**Q: If the situation with diving activities blocked due to the Covid-19 continues do we have to pay the full BSAC Membership?**

**Should we pay nothing or a reduced subscription with full justification if diving continues to be disallowed?**

**Due to the current situation in regards to the impact that the lockdown had on scuba diving activities, could BSAC consider to discount membership to reflect this?**

A: We understand that members have been unable to dive and fully enjoy the sport that we all love, through circumstances beyond all of our control. Thankfully we have seen restrictions being gradually lifted in recent weeks, and many members have now returned to diving.



We have adapted to offer additional services such as online training during lockdown, as well as creating detailed guidance for the safe return to diving, but we know this isn't a substitute for being in the water.

Almost all of BSAC's income comes from members, through subscriptions, training packs and attendance on courses. As you might expect we have had very few new members, no courses income and minimal sales of training packs during the last 3 months, and this has had a significant impact on our finances. Whilst we have managed to reduce some of our costs during this period, other costs such as insurance have increased because of market conditions. This means that we are not in a position to offer reduced fees or a payment holiday.

Everyone's personal circumstances are different, and we understand if members decide that they cannot afford to continue their membership in these difficult times, but we hope that they will return when the situation improves. Thankfully most members have continued to renew their membership, which is much appreciated, and this is allowing us to keep going.

**Q: In light of the Coronavirus situation and the worrying articles that have appeared in the diving press from diving experts such as Phil Bryson and Chris Edge, that indicate that even those divers who have suffered mild symptoms or no symptoms at all... (*question cut off*)**

**What are the specific recommendations for divers to adhere to before returning to diving after a Covid-19 infection? Also, are the recommendations the same for asymptomatic people who may not even have had a test?**

A: BSAC, along with the SAA and ScotSAC, are advised on medical matters by UKDMC.

Currently, UKDMC has provided the following explanation on the potential concerns following Covid-19 infection.

Divers need to be aware that this condition can result in significant heart, lung, kidney and clotting problems. As this is a new condition we do not yet know the full extent of these problems and the likelihood of any resolution. It is likely that the more severely ill patient will have significant problems even when recovered from the initial infection. It is known, however, that some totally asymptomatic individuals who are not even aware they have had COVID-19 can have organ damage that could be potentially fatal when diving. The UKDMC has guidance on this, which is to be updated as more is known about this condition. Any diver who is concerned, even if they are not aware of having had COVID-19, can discuss the implications with a UKDMC Medical Referee so a risk assessment can be made and the diver make a more informed decision about how to proceed.

Additionally, in order to help divers evaluate their own risk factors in relation to Covid-19, UKDMC have produced a [scorecard](#).



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BSAC


## Welcome & Introductions

**Speakers & moderator**

**How the meeting will work:**

- **Mute microphones & video**
- **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 via Civica website (closes at 10:40)**
- **Ad-hoc polls via forms**

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## Agenda

Time	Topic	Presenter
10:00	Welcome & agenda. <b>Voting opens</b>	Maria Harwood (Chair)
10:05	Apologies & quorum	Rachel Sharp (Hon Sec)
10:06	Minutes of 65 <sup>th</sup> AGM	Rachel Sharp (Hon Sec)
10:10	Ordinary resolution: auditors	Rachel Sharp (Hon Sec)
10:15	Special resolution: Articles	Rachel Sharp (Hon Sec)
10:25	Election results	Rachel Sharp (Hon Sec)
10:30	Voting & coffee	
<b>10:40</b>	<b>Voting closes</b>	
10:40	2019 Annual Report & questions	Karen McKnight (Treasurer)
11:00	Chair Update	Maria Harwood (Chair)
11:20	NDO Update	Dai Atkins (NDO)
11:40	AOB	
11:45	Declare results of voting	Rachel Sharp (Hon Sec)
11:50	Meeting close	

## Apologies & quorum

### Apologies

- **Geoff Hide,**

BSAC

## Minutes of 65<sup>th</sup> AGM

**Circulated by email**

**Are last year's attendees OK with the minutes?**

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## Ordinary & Special Resolutions



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## Ordinary Resolution to appoint auditors

To re-appoint Gardners Accountants Ltd 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

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

## Questions?



## Special resolution

Proposed by BSAC Council:

*“THAT the articles of association of the Company appearing on the Company's Website via the following link: [www.bsac.com/proposedarticles](http://www.bsac.com/proposedarticles) and headed “BSAC Articles of association 2020” 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 2017”.*

## Questions?





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Honorary Secretary  
Rachel Sharp

Annual General  
Meeting 2020



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## AGM 2020 Council Election Results

### Voting Process

- Election administered by Civica ( that used to be ERS)
- HQ passed details to Civica of any BSAC members entitled to vote
- If an email address was not held by HQ for a voting member the information was sent by post.
- **Members were reminded by email to vote**
- Publicity re the election was via normal channels (SCUBA magazine, BSAC Talk, blog, etc.)



## AGM 2020 Council Election Results

### Nominations

#### Vice Chair

- Two nominations

#### Council Members

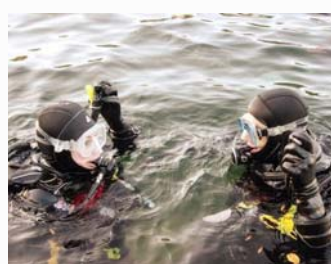
- Six nominations for two available Council seats



## AGM 2020 Council Election Results

### Voting: Honorary Secretary

<b>Number of eligible voters:</b>	<b>21,900</b>
Votes cast by post:	0
Votes cast online:	2,986
<b>Total number of votes cast:</b>	<b>3,206</b>
Turnout:	7.3%
Number of blank votes	174
<b>Total number of valid votes counted:</b>	<b>3,032</b>



## AGM 2020 Council Election Results

### Turnout

Comparison with Council elections over the last 10 years:

Year	Votes cast
2020	3,032
2019	3,080
2018	2,793
2017	2,460
2016	2,100
2015	1,372
2014	1,682
2013	1,852
2012	2,434
2011	2,281
2010	- No election held

## AGM 2020 Council Election Results

### Result: Vice Chair

- Rachel Quinn 1,138 **Elected**
- Mark Allen 401



## AGM 2020 Council Election Results

### Result: Council Members

- Racheal Brown 679 **Elected**
- Edward Haynes 658 **Elected**
- James Mudge 499
- Sharon Atkins 479
- Heath Samples 347
- Gary Lloyd 105



# Any Questions ?

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




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BSAC

## Voting closes at 10:40

**Complete the online voting, grab a coffee and be back at 10:40**

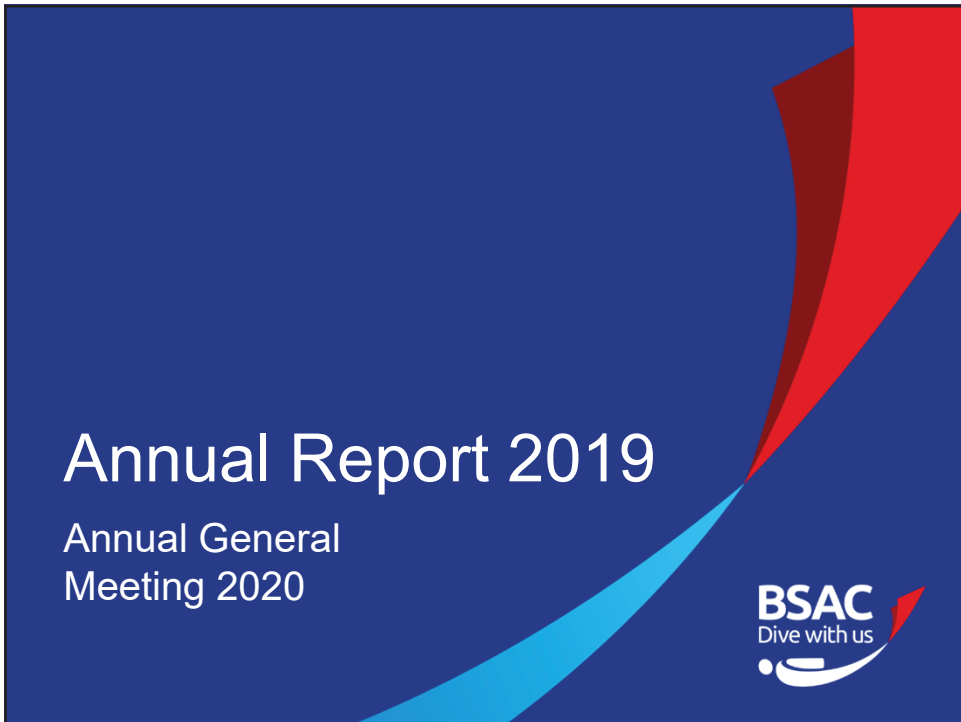


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# Accountant

Noun /ə'kaunt(ə)nt/

Someone who does precision guesswork based on unreliable data provided by those of questionable knowledge

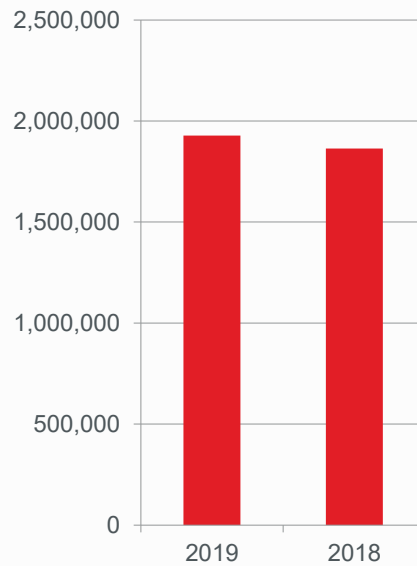


## Income

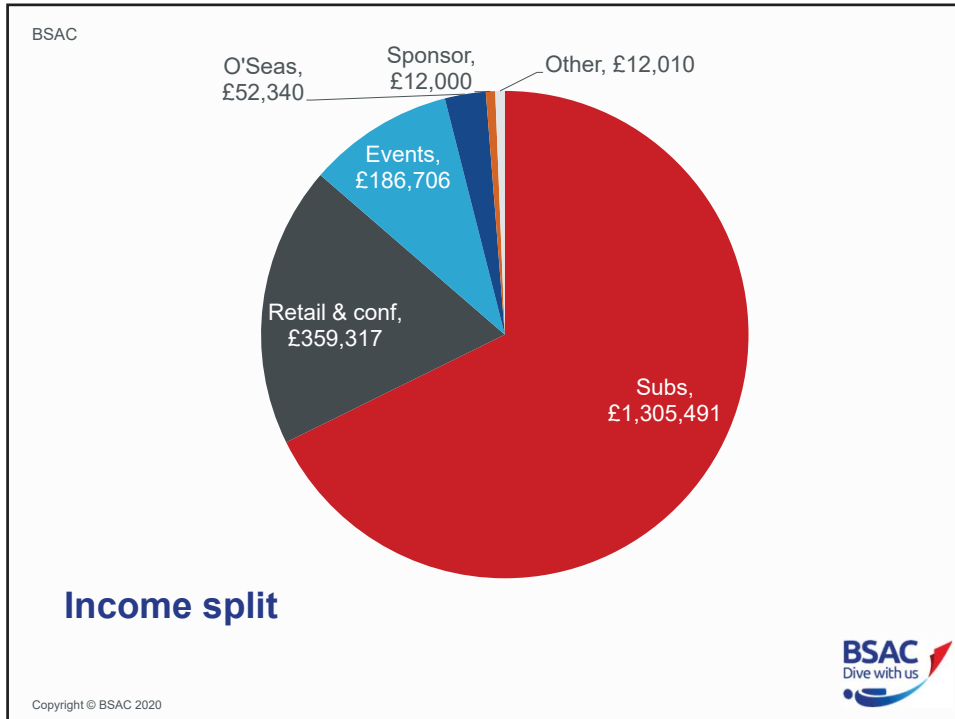
### Annual income totals

- 2019 £1,927,864
- 2018 £1,864,034

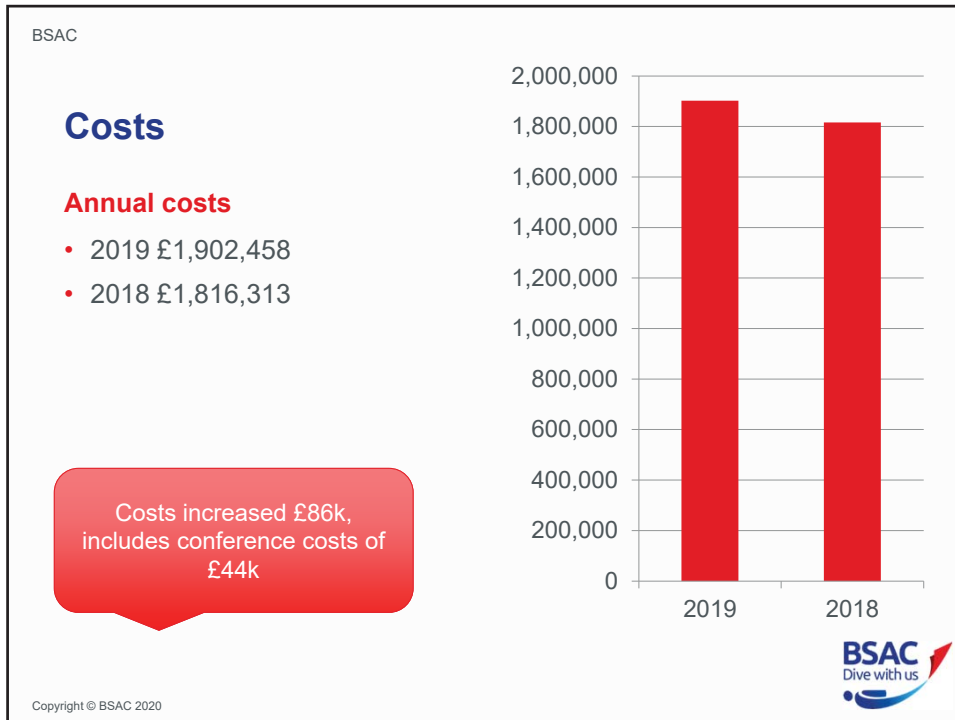
Income improved £64k,  
includes conference income  
of £39k



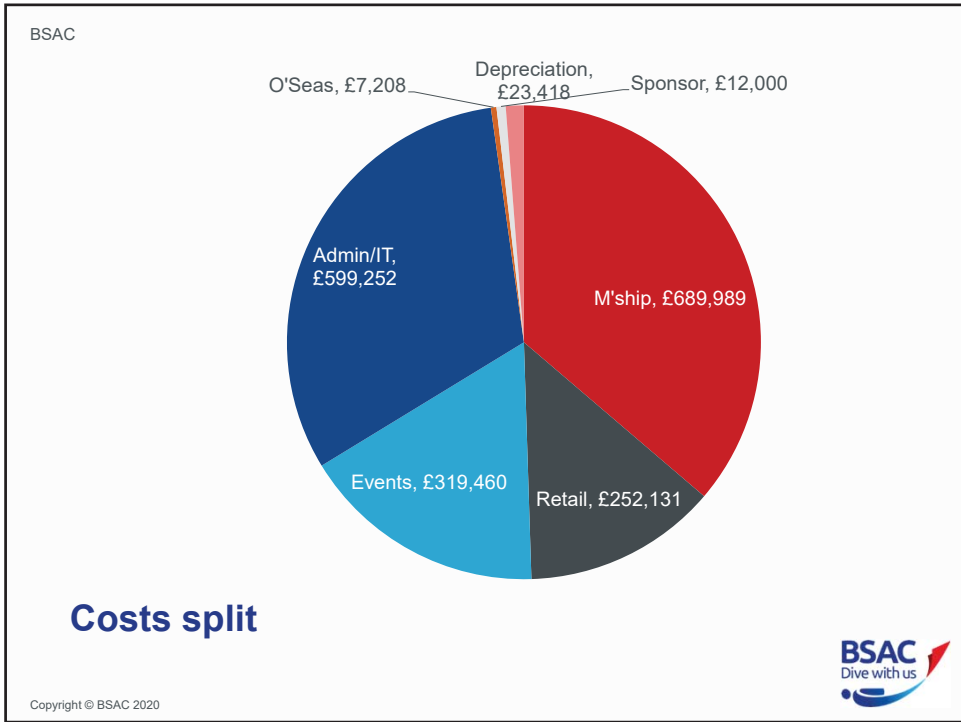




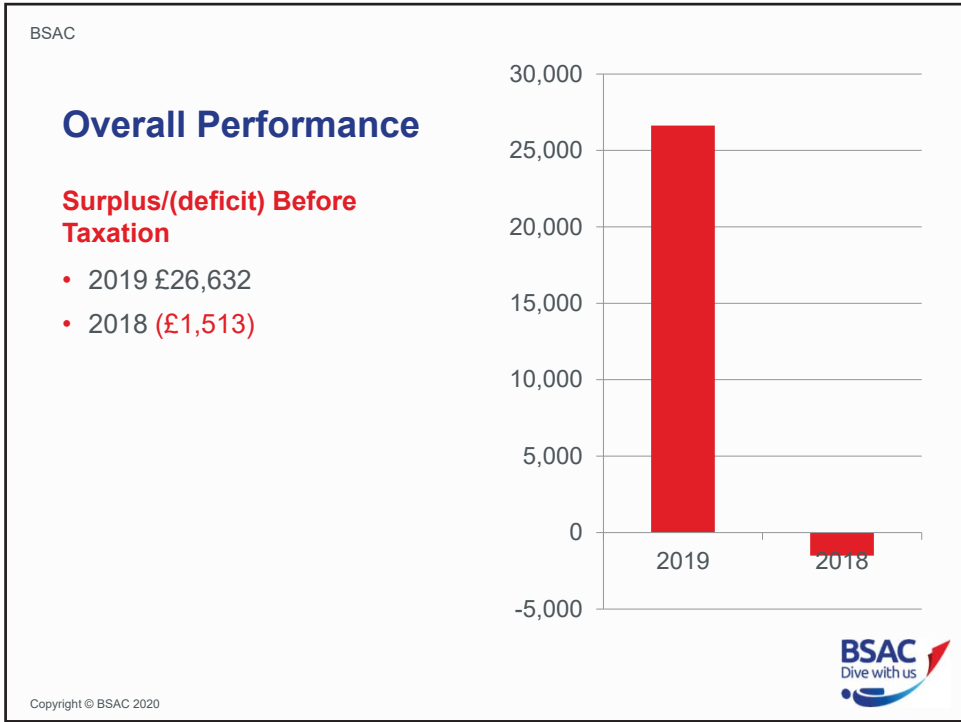
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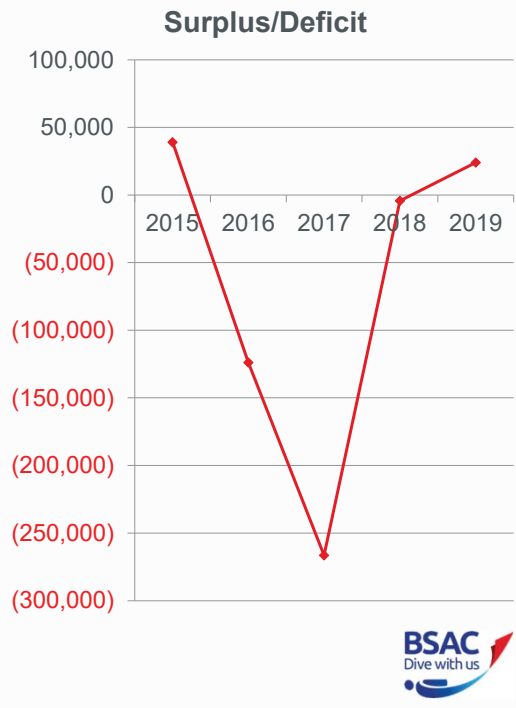
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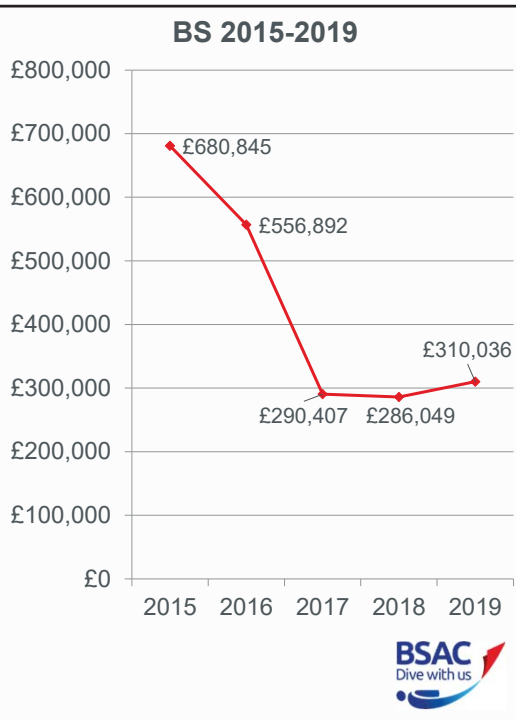
### Surplus 2015-2019

- Investing to save in 2016 & 2017 has started to see some return with a small increase in operating surplus for 2019
- Cash and budget for 2020 remains tight and is being closely monitored



### Balance Sheet

- Reserves report an increase due to the small surplus for 2019



## Audit 2019

### Outcome of audit

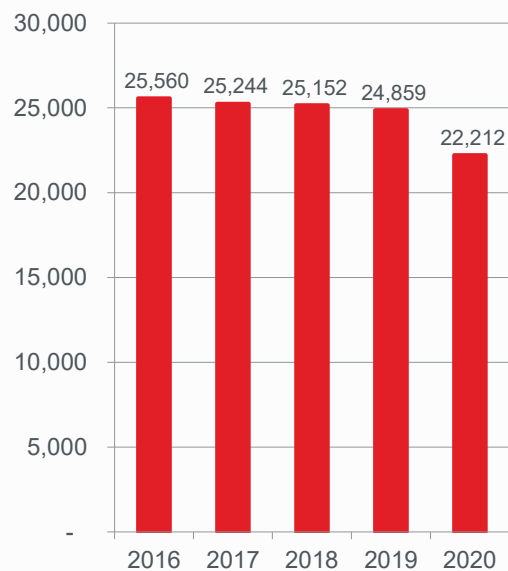
- Auditors report a clean Annual Report with no issues raised at the audit review meeting
- The independent BSAC audit committee are pleased with the auditors findings and with the strength of the financial controls in place
- Management accounts continue to be presented to Council monthly and discussed in detail at board meetings



## Members

- Member numbers have fallen for 2019
- A significant fall is anticipated for 2020 based on results to June. The return to boat diving recently announced may help this forecast position, at June 2020 members are 24,878
- Outlook for 2021 and 2022 will be affected by this fall in member numbers

Members 2016-2020



# 2020 Half year results to June 2020



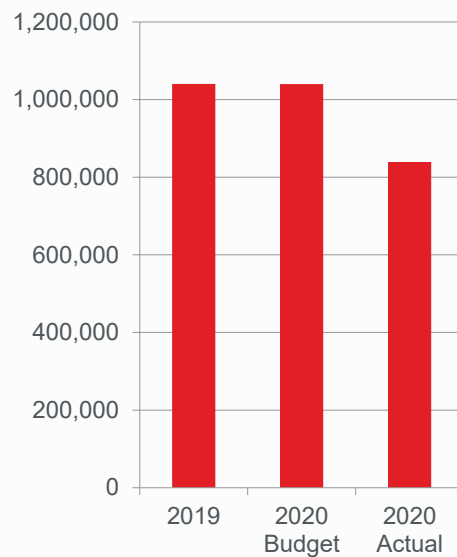
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## 2020 income half year results

- Total income fall of (£200k) against budget, main areas
- The impact of COVID-19 only started from April so the later months of 2020 could have an even greater impact

### Income 6 months to June



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## What have we done?

### Funding

- ✓ Sport England emergency fund grant £304,750, restricted to being used for the following cost areas
  - Insurance (£258k)
  - Staff costs
  - Utility costs
- ✓ Local business grant of £25k, unrestricted
- ✓ Furlough support from HMRC £25k, 1/3<sup>rd</sup> of the team at HQ have been furloughed

## What are we doing?

### Outlook

- ✓ Our member numbers fell in 2019 and the start of 2020 has been turbulent, as we all know, our focus remains, on supporting clubs to recruit and retain members, return to boat diving is good news!
- ✓ We are reviewing all areas of cost
- ✓ Strategy for 2021 is covered in the Chair's report





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# Chair update

Maria Harwood



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## Thank you

**Geoff Hide – Vice Chair**

**Dave Bell - Council**

**James Mudge – Council**

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## Welcome

**Rachel Quinn – Vice Chair**

**Rachael Brown – Council**

**Edward Haynes - Council**

## Background

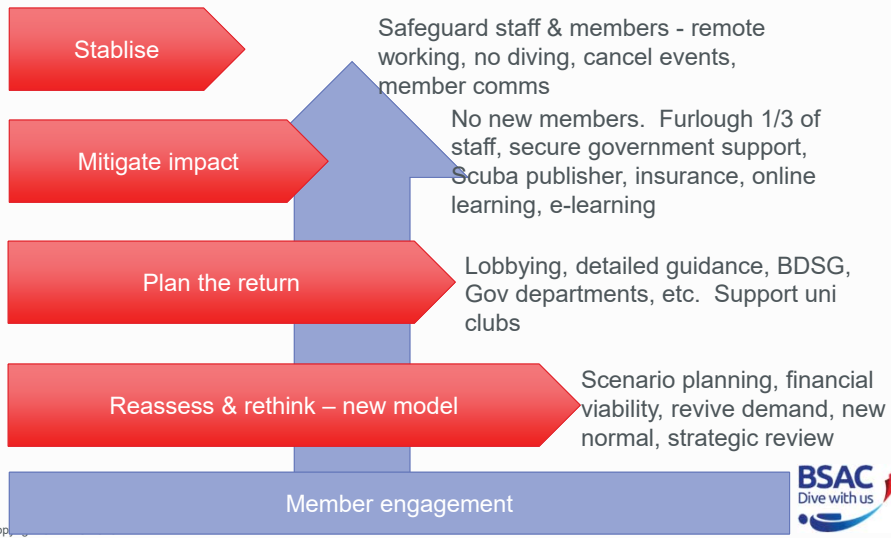
**Changing world, shrinking market**

**Considering strategy & priorities**

**THEN COVID happened!**

- **Major focus**
- **Considering strategy in parallel**

## BSAC Response to COVID



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## Positives from COVID

- **Online training success**
- **NGB status key to influence**
- **We can do things quickly when we need to!**
- **Flexible and remote working**

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## Strategy: External Environment

- **Falling membership – especially in first 2 years**
  - **Quality of experience at branch level directly impacts retention**
  - **Time, expectations and values different for younger generations**
  - **Diversity and inclusivity still lacking**
- **Demand for greater focus on environment and conservation**
- **Increase in skills and agility: governance and operations**
- **Data: insufficient to make informed, timely decisions**



## Sticky Issues

- |  |  |  |
|--|--|--|
| <ul style="list-style-type: none"><li>• <b>Branch &amp; volunteer delivery</b></li><li>• <b>Branch community</b></li><li>• <b>Complex international business to manage</b></li><li>• <b>SCUBA</b></li><li>• <b>Training agency</b></li><li>• <b>Diver</b></li><li>• <b>UK</b></li><li>• <b>In-depth training</b></li></ul> |  | <ul style="list-style-type: none"><li>• <b>Consistency &amp; Quality Control</b></li><li>• <b>Communities of interest</b></li><li>• <b>Open elections for any members</b></li><li>• <b>Sport and outdoor</b></li><li>• <b>Leading authority</b></li><li>• <b>Other reasons to engage</b></li><li>• <b>International obligations</b></li><li>• <b>Commercially viable</b></li></ul> |
|--|--|--|



## Big thank you

### To all volunteers

- We wouldn't survive without you
- From branches to NDC & Council
- Backbone of UK Club diving
- Give time and experience without reward

### To HQ staff - working to capacity

## Special COVID thanks

All of you for sticking with us during difficult period

HQ team – down from 15 to 10 FTEs





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NDO Report  
Dai Atkins

Annual General  
Meeting 2020

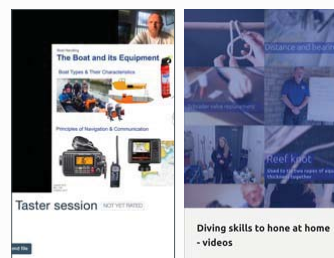
**BSAC**  
Dive with us

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## Coaching

### Branch, Regional and National support

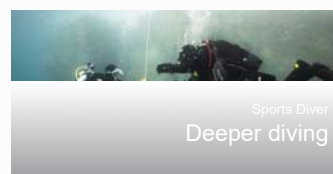
- Guidance on delivering training remotely
- Online Hub
- Special Interest webinars
- Safe operation of future events



## Diver training

### What's been achieved?

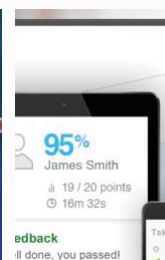
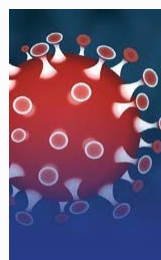
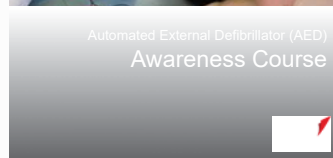
- Sports Diver Review - COMPLETE!
- Dive Leader commencing July 2020
- Minimum age lowered for Discovery Diver (12 to 10 years)
- Online webinars
- eLearning Hub
  - Discovery Diver
  - Ocean Diver
- Snorkelling (will need an update from Cadman)



## Instructor

### What's been achieved?

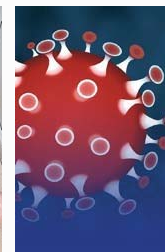
- AI Course and Notes revamp
- ITDC Course notes revamp
- Online TIE
- AED Awareness eLearning upskilling to support delivery of Sports Diver
- Rescue Breaths training in light of COVID-19 (TBC)



## Safety

### What's been achieved?

- BDSG meetings kickstarted at start of lockdown
- Return to Diving Guidance in conjunction with rest of industry
  - Other training agencies
  - Inland dive sites
  - Charter boats
  - UKDMC & DDRC
  - Informs DCMS & SRA
- AED Awareness eLearning course
- Rescue Breaths training in light of COVID-19 (TBC)



## Technical

### What we have achieved?

- Gas Density tables
- Refresher webinars during lockdown
- CCR Common Core Review - all units (in progress)
- CCR Mixed Gas Review
  - MOD 1, 2 & 3 in line with ISO standards
- Primary Donate Workshop
- CCR Liberty
- Advanced Wreck Diver
- Sidemount and DPV course
- Revamped ADP and Twinset Dive



## Special thanks

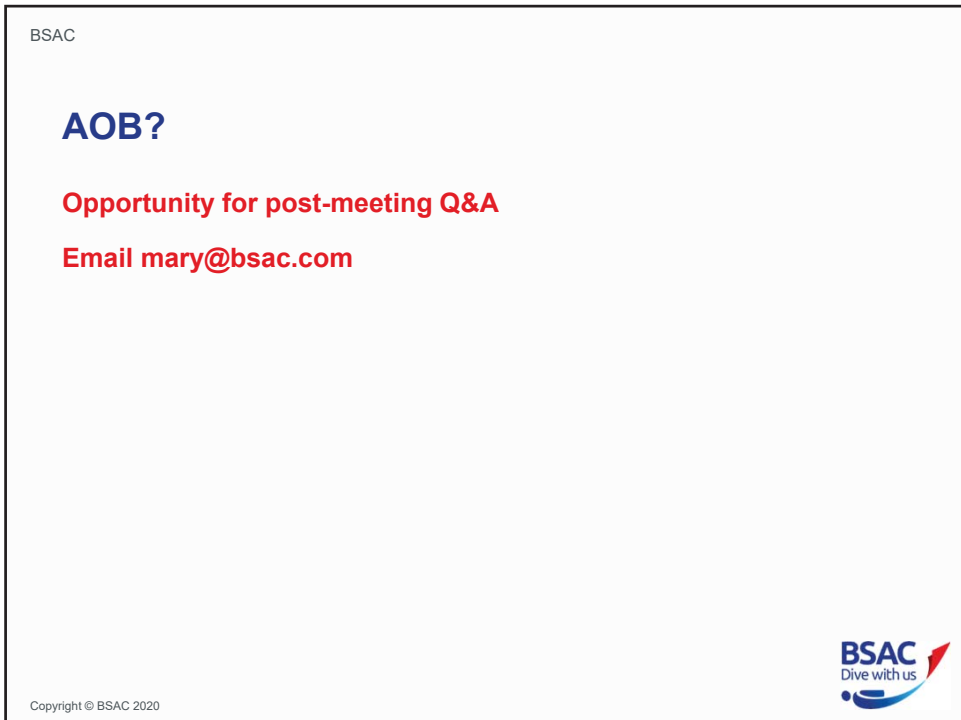
### Staff and volunteers

- HQ Team - reduced staffing but still supported by DRT - Jim, Adrian and Geoff
- NDC - particularly Ginge, Sophie R, Dom, Jon P, Mark P
- Dave Ashmore
- Regional Coaches
- All volunteers





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## Announce results of voting

**Appointment of auditors**

**Special resolution**

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## Keep in touch

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