

72nd Annual General Meeting 2026 Minutes



DATE:

24 JUNE 2026

START TIME:

19:00

LOCATION

ON-LINE / TEAMS

COUNCIL MEMBERS IN ATTENDANCE

Andrew Shenstone (Chair) (AS), Yasmine Thorn (Vice Chair) (YT), Mary Tetley (CEO) (MT), Emma James (Hon Secretary) (EJ), Sophie Rennie (NDO) (SR), Richard Pettifer (Hon Treasurer) (RP), Samantha Holgate-Davey (SHD), Carline Deal (CD), Alex Denny (AD), Lisa Shafe (LS), Catherine Smith (CS), Michelle Haywood (MH)

VICE PRESIDENTS IN ATTENDANCE

Tony Marshall (TM), Brian Cumming (BC), Jane Maddocks (JM)

Complete Attendance:

Al Locke	David Jackson	Nicholas Hassapis
Alex Denny	David Moss	Pam Bloom
Alex Warzynski	Dimitris Papakonstantis	Pedro Encarnacao
Alison Dando	Duncan Locke	Pete Bicheno
Alistair Eberst	Edward Haynes	Phil Page
Andrew Deville	Emma James	Rachel Quinn
Andrew Shenstone	Gerard O'Neill	Richard Adair
Anne Moore	Graeme Cooper	Richard Alexander Harpin
Anthony Dimitriou	Helen Mitchem	Richard Pettifer
Brian Cumming	James Hickman	Richard Turner
Carline Deal	James Shelford	Robert Gormley
Catherine Smith	Jane Maddocks	Roger Crook
Charles Deutsch	Janos Suto	Roger Tomlins
Chris Horan	Julian Palmer	Ryan Crawford
Clementine Gribble	Kevan Cameron	Samantha Holgate-Davey
Clive Millis	Kevin Holmes	Sara Robertson
Colin Yule	Leon Smith	Sophie Heptonstall
Damian Wozniak	Liam Anthony Crossley	Sophie Rennie
Dave Lock	Liam Shore	Stephen Gibbons
David Atkins	Lisa Shafe	Steven Walsh
David Baxandall	Mark Baruch	Thomas Hawksworth
David Bewick	Martin Maple	Tony Marshall
David Brander	Mary Tetley	William Gabb
David Christopher Donaldson	Michelle Haywood	Yasmine Thorn
	Neil Withers	

Welcome & Opening Administration

The Chair, Andrew Shenstone (AS), welcomed members to the AGM, outlined the business to be dealt with and voting and questions procedures.

Honorary Secretary's Report

The Honorary Secretary, Emma James (EJ) introduced herself and drew members' attention to the minutes of the 71st AGM requesting that any comments or corrections to those minutes be raised in the meeting Chat. For members who had not already voted, their vote would be counted through the now open Teams Poll. An Ordinary Resolution was presented to appoint the auditors and a Special Resolution, put forward by member Edward Haynes, (full details and wording of which had previously been made available is on the BSAC website and on the voting portal). Noted that the Special Resolution had been discussed by Council and their recommendation that members vote against such proposed Special Resolution.

Chair's Report

AS thanked all branch volunteers, the NDC, Coaches and HQ staff for their work over the past year. Presented highlights, including the installation of a new Association Management System (AMS/ Sport80), a particular focus on the environment, the renewal of a licence in Egypt and the refurbishment and subsequent letting of part of HQ offices. Key dive festivals and events were mentioned and club award-winners and safety awards were celebrated.

Attendees were updated on progress made regarding the threatened closure of hyperbaric chambers and ongoing talks with the Royal Navy regarding proposed wreck legislation.

Multiple environmental projects have been undertaken in the last year and Katherine Knight was thanked for her leadership of the Environment Committee and all the Marine Champions who have embraced a role in helping to drive the important initiative.

Congratulations were extended to Lifetime member and VP Harry Gould OBE on his 100th birthday, outlining his many achievements and contributions to BSAC. An in-depth article on Harry is available on the website.

Council met seven times during 2025 – two face-to-face and five online meetings were held.

Out-going council officers Dai Atkins, David Bell, Lisa Shafe and Carline Deal (who has been re-elected) were thanked for their work and contribution to Council.

An overview of the situational analysis for the organisation was presented. A reminder of 2010 Chair Clare Peddie's comments from 16 years ago outlined a similar set of challenges faced by membership organisations today. This is an on-going challenge for all sports organisations, exacerbated by the pandemic and other pressures such as rising cost of living and a changing expectation of club membership and experiences. BSAC's ageing membership, along with rising costs of pools, equipment and fuel, mean the organisation is more vulnerable to external events.

AS concluded that there is a need to anticipate a further drop in membership, and be realistic about future challenges.

2025 Annual Report

The Honorary Treasurer, Richard Pettifer (RP) introduced himself and thanked Wendy Meadows (COO) for her help with the report. Presented a performance summary, income and expenditure, the balance sheet and trend analysis.

RP highlighted that the organisation's cash reserves are at the lowest level in 10 years. Outlined the organisation's overall financial health: – total assets are positive but low, net current assets also positive but low. The organisation is able to pay liabilities when due, therefore a going concern. However, all financial KPIs need to improve in order to be resilient and to prosper.

NDO Update

The National Diving Officer (NDO), Sophie Rennie (SR) introduced herself and gave an introduction to the requirements of the NDO. The steering group and Sophie Hepstonstall (Head of Diving & Training) were thanked.

Course revisions and updates already published and in the pipeline were presented. Instructor training in 2025 shows improvement; coaching and centres have enjoyed good event participation; multiple overseas events held; centres and snorkelling have shown increased activity. SR extended her thanks to all volunteers and coaches.

Advanced Diver to be launched next year; recruitment of a Marine Champion for each club has proved successful and growing in numbers each month and participation in environmental projects proving popular. Snorkelling an area of growth.

SR thanked the Safety Group for their valuable work and thanked all HQ staff, the National Dive Committee, Lead Project members and all volunteers for work over the year.

Strategy Update

Vice Chair, Yasmine Thorn, summarised challenges faced: decline in membership, shortage of instructors and volunteers, and a need for training solutions. Outlined solutions including updating technology to future-proof the organisation, creating easier routes towards becoming an instructor, and ensuring courses are flexible. Emphasised that this may take time, and quality and safety will not be compromised.

Outlined the importance to evolve: diversifying the offering to members, improving access, and adapting to allow for growth and to ensure resilience to future shocks.

Strategic Priorities are: Technology; the delivery of Diver Training and Snorkelling; Engaging Members and Delivering Value; undertaking more Environmental Activities.

Wins already achieved: – technology implementation (AMS/Sport80), benefits already visible; sub-letting part of HQ building; increased productivity in diver training products. YT thanked SH and SR for valuable input.

Next steps include increasing instructor numbers, as well as diversifying routes into the organisation.

Results of voting

EJ declared the results of the votes:

The Ordinary Resolution, to appoint the Auditors, results: For 97.32% Against: 2.68% - **Passed**

Special Resolution proposed by BSAC member to make changes to the Council structure and therefore the Articles of Association, results: For 18.99%, Against 81.01% - **Not Passed**

For members background information it was outlined that under the Companies Act 2006, a special resolution requires the approval of at least 75% of those voting to pass. As the vote For the motion was just 19% it is not passed.

The Council Election process and positions available this year were presented and declared as:

Vice Chair (unopposed) – Yasmine Thorn

Honorary Secretary (unopposed) – Emma James

Council members elected – Catherine Smith, Alexander Denny, Carline Deal

7.1% of those entitled to vote actually exercised their vote, which was in-line with recent voting patterns but something that Council and HQ are committed to increasing.

Congratulations were extended to those elected and thanks to all who stood for election.

AOB

No items were raised.

The Chair thanked everyone who attended the AGM and confirmed that any unanswered questions in the Chat would be answered separately and through the Minutes.

Members were alerted to a range of activities to come throughout the year.

Whilst there are significant challenges ahead, Council is dedicated to the responsibility of acting for the Membership. Council Members were thanked for their time and commitment.

MEETING CONCLUDED

20:45

BSAC, Telford's Quay, South Pier Road, Ellesmere Port, Cheshire CH65 4FL
+44 (0)151 350 6200 | info@bsac.com | bsac.com | [@BSACDIVERS](https://www.instagram.com/BSACDIVERS)

UK National Governing Body for scuba diving and snorkelling

British Sub-Aqua Club – reg no. 1417376. VAT reg no. 523 0004 17. President: HRH The Duke of Cambridge KG, KT, PC, ADT.

Welcome

BSAC

72nd Annual General
Meeting 2026



Honorary Secretary Emma James

Annual General Meeting

Meeting 2026



AGM 2025 minutes

- Everyone should have received a link to the minutes of the 2025 AGM in the invitation
- This is an opportunity for anyone who attended the 2025 AGM to raise any points or corrections – if you wish to please use the chat facility

Ordinary Resolution to appoint auditors

- To authorise the BSAC Council to appoint and set the remuneration of the 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

Special Resolution to amend the Articles of Association of BSAC Ltd.

- A member has proposed making changes to BSAC Council structure via a Special Resolution (SR). Members can vote on the change at the AGM in June 2026. Subject: Special Resolution to amend the Articles of Association of BSAC Ltd. In accordance with Article 50.(B) I am submitting a motion, as a special resolution, to amend the Articles of Association of the British Sub-Aqua Club Ltd, company number 1417376. A company limited by guarantee.
- Council and Chair's unanimous recommendation is to vote against the proposed Special Resolution which would greatly increase the size and cost of running BSAC's Council and would be contrary to principles of good governance.

Chair Report Andrew Shenstone

Annual General Meeting

2026



Topics

- Highlights from the past year
- Council
- Situational analysis

Thank you

To all branch volunteers, National Diving Committee (NDC), Coaches and HQ team – we wouldn't be here without you



Highlights

The 2025-29 Strategy – Yasmine and Sophie will expand

- Getting AMS 'in'
- Supporting recruitment and retention
- Modernising the Diver Training Programme
- Environment

Events

- 'Go Dive' Show, BSAC Awards, Festivals and events

BSAC International

- Egypt license

HQ

- 1st floor sublet and cost efficiency measures



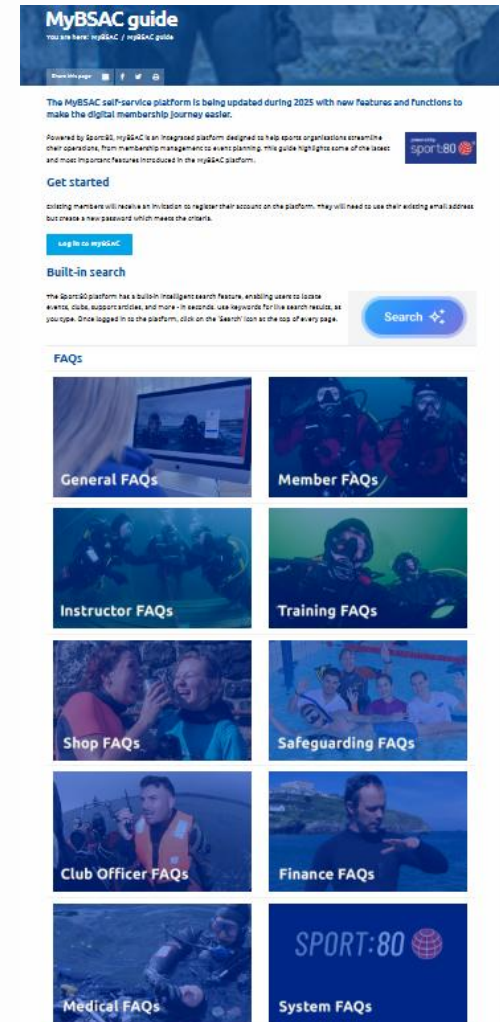
Sport 80/AMS Implementation

This was a crucial project replacing multiple legacy systems.

It required sustained effort across the whole HQ team.

Council's focus:

- Assurance as to the progress of implementation, critical risks and issues that may impact BSAC's operations and member services.
- Monitoring benefits against the approved business case.



Festivals and events

Menai Boat Run

- 150 members and 23 boats took part



Kernow

- Raised £8,550 for DDRC

NW Dive Fest

- 120 divers from 45 clubs



Go Diving Show

- BSAC stand, workshops and awards



BSAC award winners honoured at Go Diving Show

Wilkinson Sword

- Kathryn Fowler

Open Water Instructor Award

- Holger Firmenich

Expeditions Trophy

- Claire Hallybone
(Dunoon Divers)

Advanced Instructor Award

- James Woodley

First Class Divers

- John Gibbons, James Hickman, Denys Ilyushenko, Nicholas Sims and Alex Warzynski

National Instructor Award

- Kathryn Fowler

National Instructors

- Kathryn Fowler, Stuart Girdler and Alex Warzynski

First Class Diver Award

- Alex Warzynski

BSAC award winners honoured at Go Diving Show

Safety Awards

- Andrew Lowde, Matthew Harland, Paul Cavanna, the Stoney Cove dive team, Bob Nowicki and Places Leisure Lifeguard Team

Alan Broadhurst Awards

- John Greenwood and Simon Vickers



National Governing Body projects

- Cleaner Water Alliance
- Chambers – lobbying
- Wreck legislation – liaising with the navy
- Swimming pool lobbying

**CLEAN WATER
SPORTS ALLIANCE**



Environment

- Chair (Katherine Knight) and committee appointed Jan 2025
- Environment strategy developed spring 2025
- Marine Champions launched Aug 2025
- Exploring funding opportunities
- Include citizen science and action on plastics
- Secured partnerships with a number of high profile organisations, Wildlife Trusts, Shark Trust, RSPB, Y Môr a Ni – Welsh Ocean literacy, Sea Changers

Council



Harold (Harry) Gould OBE – 100 years old

- Happy Birthday January 2026
- Congratulation letter and certificate from BSAC and HRH King Charles (Honorary Life Member of BSAC)
- Honorary Life Member (one of nine)
- Became a BSAC Member in 1953 (founder member)
- Honorary treasurer 1957 – 1959
- BSAC Chair 1964 – 1968
- Current BSAC Life Vice-President
- Founder BSA Jubilee Trust
- bsac.com/harrygould



Council

Council meetings

- 7 meetings; 5 online and 2 F2F
- Hosted at HQ and online

Independent NED

- Sam Holgate-Davey

Resignation

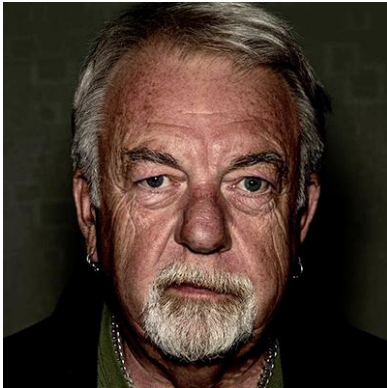
- Dai Atkins

Co-option

- Alex Denny



Directors completing their term of office



David Bell
Council



Carline Deal
Council



Lisa Shafe
Council

Situational Analysis



Situational analysis

In the summer of 2025 - preparation for taking up the role:

- Data analysis
- Conversations with Council members
- HQ meetings

Induction of new Council members

Priorities:

- Sport 80 / AMS implementation
- Sustainability and resilience
- HQ Operating Model

A message from the past

Extract of BSAC Chair's Report, November 2010

... our remaining challenge **is one of membership** and we are not alone in this challenge. National Governing Bodies across the UK are battling with this challenge, even those for whom membership is a prerequisite to competing in the sport.

I think we are definitely still swimming against a tide...

Clare Peddie



The Participation Landscape: Challenges and Opportunities for Membership Organisations

More people are active than ever before, but participation is increasingly taking place outside traditional club structures.

Pre-pandemic (2018–19): NGB-affiliated club membership was relatively stable and considered healthy across most sports.

COVID-19 (2020–21): Significant disruption to clubs, volunteers and NGBs:

- Existing cost pressures and inequalities were amplified.

Recovery (2022–2026):

- Many traditional club-based activities remain below pre-pandemic levels.
- Sports volunteering has improved but remains below pre-pandemic levels.

A structural shift is underway:

- Growth is strongest in flexible, informal activities such as walking, running and fitness.
- Many participants choose activities that do not require club membership. e.g. 76% of UK runners now participate outside athletics clubs.
- Sport and Recreation Alliance report Sports GB membership Fee income has fallen by 24% in 10 years.

The key challenge for NGBs is no longer simply attracting participants, but converting participation into long-term membership, volunteering and club engagement.

Converging Pressures on Membership Organisations

The environment around us is changing

- Ongoing cost-of-living pressures affecting discretionary spending
- A nationwide decline in volunteering impacting clubs and membership organisations across the UK
 - Formal volunteering has fallen from 37% of the population pre-pandemic to 27% in 2021/22 (NCVO)
 - Volunteers in Sport NGBs has fallen by 28% in last 10 years (Sport and recreation Alliance)
- Changing expectations of membership and participation
- The rise of subscription-based services is reshaping how people engage with organisations
- These trends are not unique to BSAC; they are affecting membership organisations across sport and recreation (c 24% drop in membership fees per NGB survey)



SCUBA Industry Challenges

The wider SCUBA industry challenges

- Swimming pool costs and accessibility
- Industry consolidation
- Cost of diving equipment and servicing
- Declining charter boats - risk
- Cost maintenance and space for club kit storage
- Cost of insurance for club equipment



BSAC today

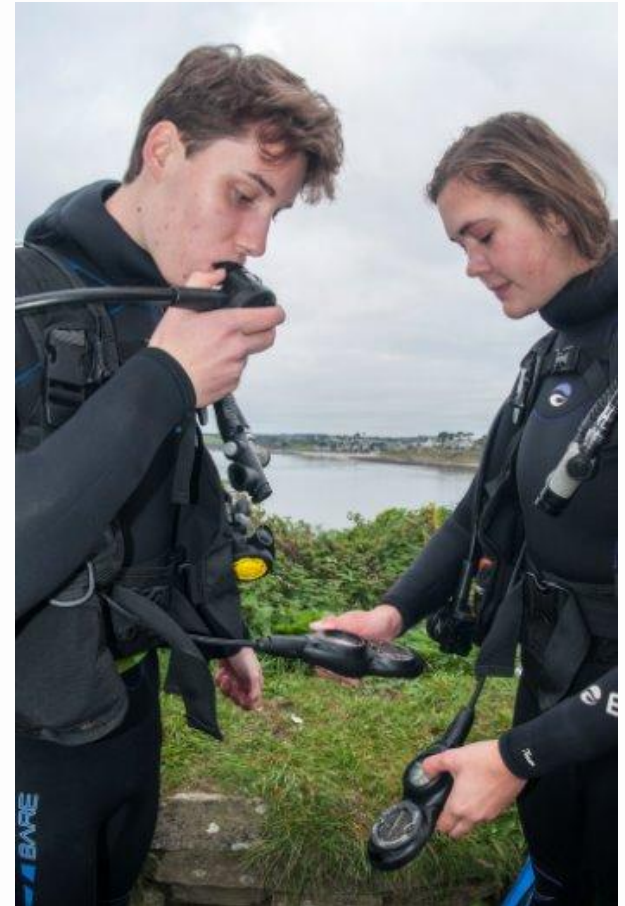
We have shrunk over the past 30 years.

Structural change in membership composition.

Largest cohort is now aged over 56.

Cash position affecting our ability to invest.

Increased vulnerability to external events.



Membership

Achieving Sports Diver and instructor status are both key to member retention

Strategy projects are overwhelmingly focussed on supporting organisational resilience

The budget for 2026 was set with an expectation of a modest drop in membership – real world



Context shapes strategy

Expenditure control and organisational efficiency.

HQ operating model.

Forecasting future membership composition.

Surplus budgets for future years.

Sustainable income diversification.

Delivering member value.

Annual Report 2025

Richard Pettifer ACA
Honorary Treasurer

Annual General Meeting 2026



2025 Performance summary

£'000	2025	2024
Total Income	1,855.2	1,923.2
Expenses	<u>1,895.2</u>	<u>1,917.6</u>
Surplus /Deficit	40.0	5.6
Exceptional stock write-off	<u>57.4</u>	<u>39.1</u>
Deficit Before Tax	97.4	33.5
Corporation Tax	<u>2.1</u>	<u>4.9</u>
Total Deficit After Tax	<u>99.5</u>	<u>38.5</u>

Income

Total income has dropped by 3.5%

- ❑ The drop can largely be attributed to the 5% reduction in member numbers
- ❑ Over 95% of income comes from members through subscriptions, retail, pack sales & training
- ❑ Subs income has increased slightly despite drop in membership as the rates have been increased and the deferred income accounting delays the effect

Income £'000	2025	2024	Change
Subscriptions	1,305.8	1,269.7	2.9%
Retail and Events	255.8	285.2	-10.3%
Instructor Training and Courses	208.4	259.3	-19.6%
Overseas royalties & fees	55.2	86.3	-36.0%
Other (sponsorship, rent, bank interest)	29.9	22.7	31.6%
Total	1,855.2	1,923.2	-3.5%

Expenses

Costs have dropped by 1.2%

- ❑ About 40% of costs relate to membership numbers.
- ❑ Some savings have been achieved, additional costs for Sport 80 has meant total costs remain about the same

Expenses £'000	2025	2024	Change
Payroll	818.7	804.4	1.8%
Contractors/freelance	60.1	21.8	175.7%
Scuba magazine	188.5	199.2	-5.4%
Members Liability Insurance	266.1	264.4	0.6%
IT Costs	75.9	73.1	3.8%
Retail and events	78.0	137.8	-43.4%
Instructor Training and courses	115.8	124.9	-7.3%
Other	292.1	292.0	0%
Total	1,895.2	1.917.6	-1.2%

Balance Sheet

£'000	2025	2024
Fixed Assets	553.5	523.3
Current Assets:		
Stock	22.8	94.8
Debtors and Prepayments	186.8	180.4
Cash	296.4	333.9
Total Current Assets	506.0	609.1
Creditors falling due within 1 year:		
Creditors and Accruals	303.2	241.7
Deferred Member Subs	584.1	618.8
Net Current Liabilities	381.3	251.4
Total Assets less Liabilities	172.3	271.9
Reserves	172.3	271.9

Cash

**Cash has decreased by £37.5k.
We have:**

- ☒ used £19.2k for operations
- ☐ Spent £53.1k on fixed assets, mainly for the building and IT
- ☐ Increased our payments in advance slightly
- ☐ Deferred £33.6k less subs income into next year
- ☐ Reduced stock by £14.5k
- ☐ Increased creditors and accruals by £60.4k

	£'000	£'000
Cash at 31 Dec 2024		333.9
Cash at 31 Dec 2025		296.4
Change in the year		-37.5
Cash from normal activities		
deficit for the year	-99.5	
add back depreciation	22.8	
add back stock write-off	57.5	
		-19.2
Cash from balance sheet		
spent on fixed assets	-53.1	
used for higher prepayments	-6.3	
used to reduce deferred income	-33.6	
saved by using stock already held	14.5	
saved by paying creditors later	60.4	
		-18.2
Change in the year		-37.5

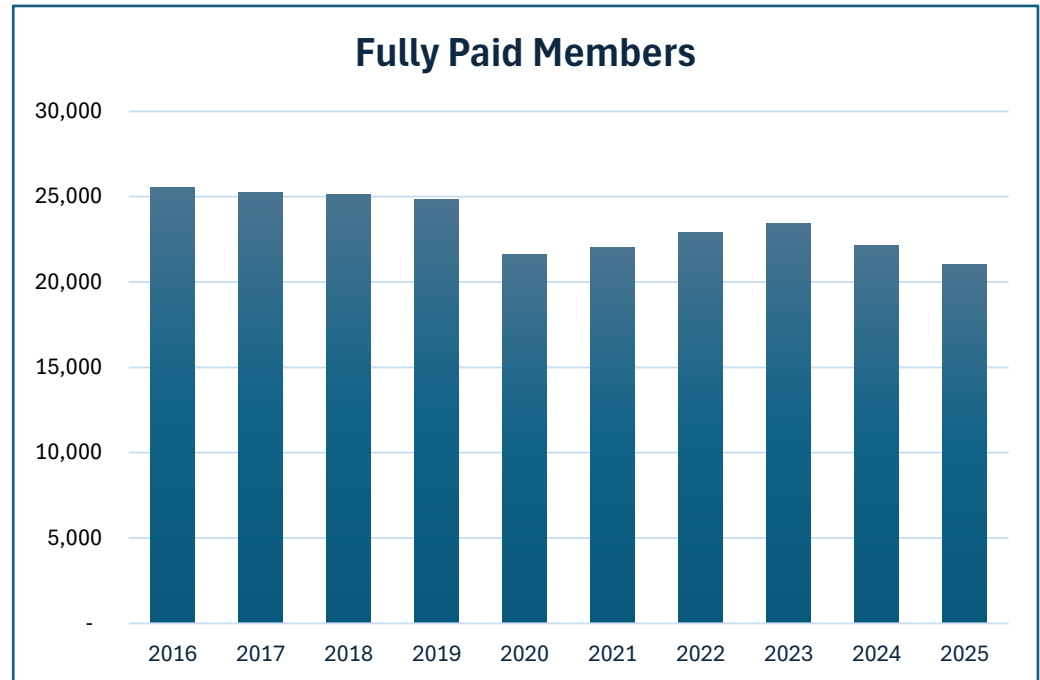
Trends: Membership

Membership continues to decline

- ❑ Fully paid members down by 15% over the 10 yrs and by 5% in 2025

Revenue per member is broadly flat

- ❑ revenue per member in 2025 was £84. This is up from £82 in 2014, but behind inflation

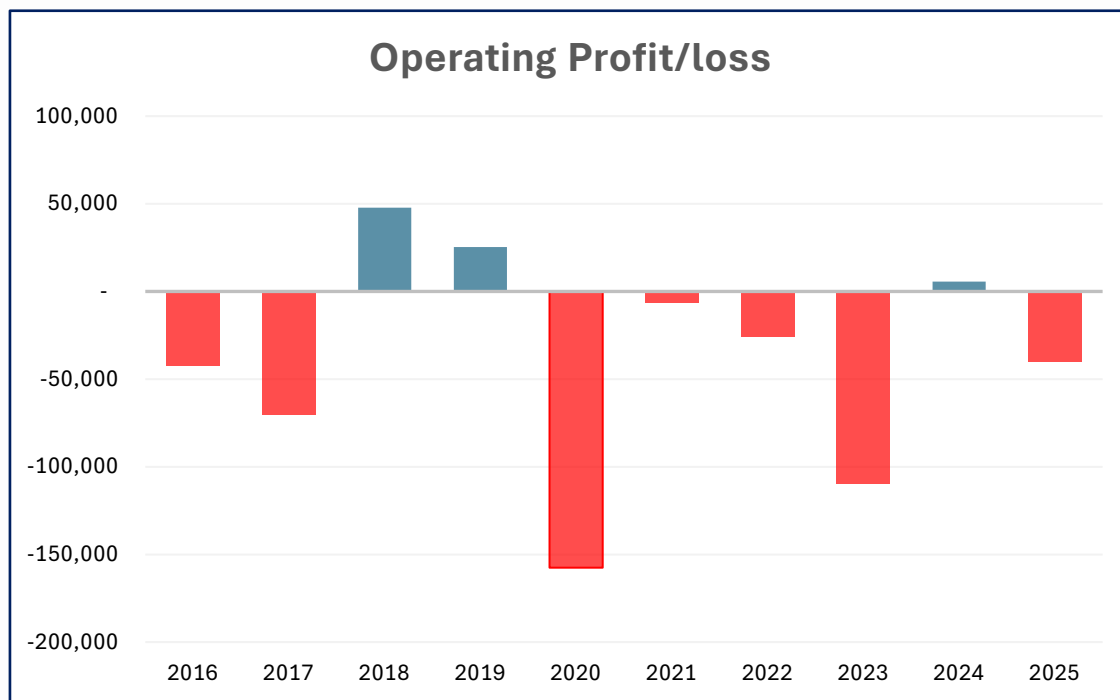


Membership numbers have been taken from the financial statements; there are some differences in the calculation method so these may not be entirely consistent.

Trends: Operating Profit/Loss

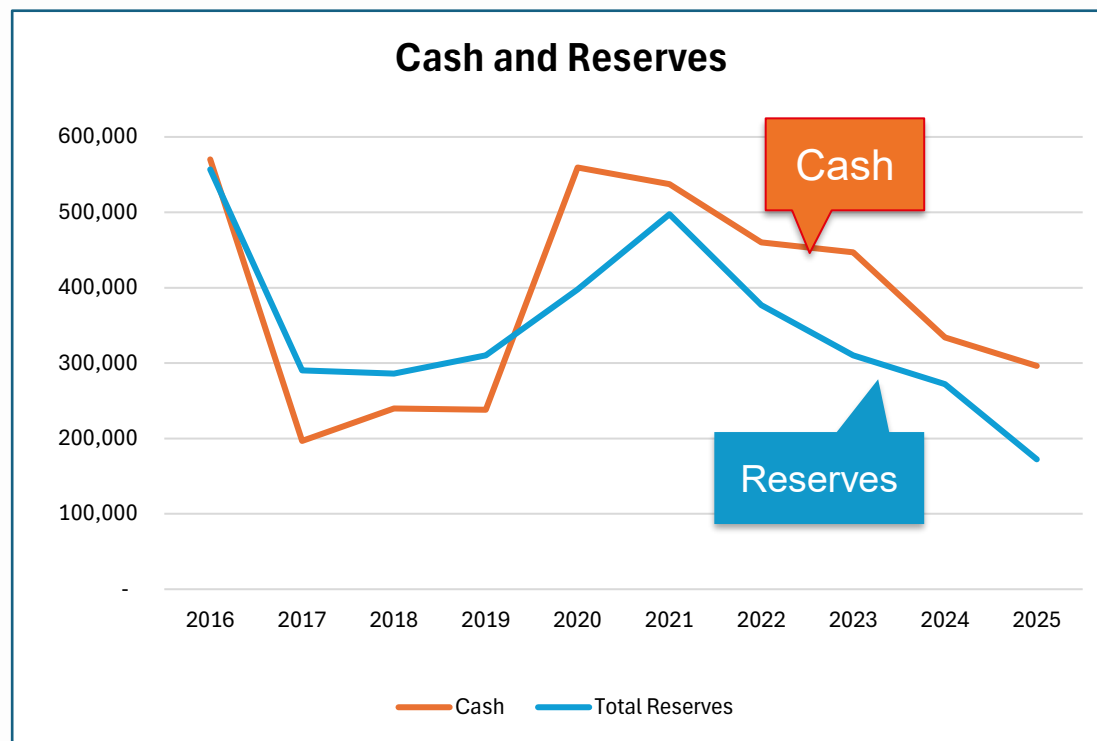
Track record is not good

- ☐ Operating losses have made in 7 of the last 10 years
- ☐ Cumulative losses over that period amount to £375k
- ☐ maybe around half of the losses can be attributed to covid



Trends: Cash and Reserves

- ❑ Grant income of £305k was received in 2020 and 2021
- ❑ Cash levels and reserves have been dropping since covid
- ❑ Balance sheet reserves are now at the lowest for over 10 years



Overall financial health

There are several tests to consider with regard to going concern

1. Total Assets must be positive:

At £172.3k these are positive, but are at the lowest levels for over 10 yrs

2. Net Current Assets must be positive:

Excluding deferred income these are positive at £202.8k but are also at the lowest levels for over 10 yrs

3. Our ability to pay our liabilities as they fall due.

Our cash levels are sufficient to cover our fixed costs for three months or our total outgoings for two months

National Diving Officer (NDO) Report Sophie Rennie

Annual General Meeting

2026



National Diving Committee

Steering Group - Expanded

- Technical Chief Examiner
- Military Advisor
- First Class Diver Chief Examiner
- National Instructor Chief Examiner (NDO)
- Open Water Instructor Chief Examiners
- Advanced Instructor Chief Examiner
- DFA Advisor
- Expeditions Officer
- Safety Advisor
- Advanced Diver Review Project Lead
- Snorkelling Chief Examiner
- Head of Diving & Training



COURSE UPDATES

Released

- Deeper Diving
- Sidemount
- ADP Update
- Twinset Update
- OWIC
- PIE
- Snorkelling for All

In Pilot

- **Boat Handling Instructor Workshop**– positive feedback. Finalising
- **AIC/AIE Pilot** – new Instructor Notes and clearer criteria being piloted 2026
- IFC
- Snorkel Guide

Pipeline

- Advanced Diver Revision
- Drysuit Course



Diving Activities

Expeditions

- Claire Hallybone, Dunoon Divers won the award for: Wick Exped 2026

Underwater Heritage

- Ongoing work to represent divers - Clause 47 of the Armed Forces Bill updates the Protection of Military Remains Act 1986

Environment

- Loads of interest from litter picks to seawilding
- Clean Water Sports Alliance



Instructor Training Insights

Critical to the delivery and success of our DTP - 2025

- OWIs – 192 (2024 192)
- AIs – 28 (2024 18)
- NIs – 3 (2024 3)

Events

- Overseas -Australia, Doha, Oman, Cyprus, Lanzarote
- Refbook has streamlined real time allocations and expenses payments for volunteers

ITS Review

- OWI, PIE, TIE + Preps complete
- IFC – August Courses onwards
- AI – Pilot of update 2026
- NI – Running new modular format 2026



Coaching & Centres

Ongoing Regional Support

- Regional event participation 2026 up 28% YOY
- Coaching review project– HQ to take on more admin and implement Refbook, Coaches to focus on club/member engagement

Centres

- Dive – 2026 increased by 10%
- Snorkelling – 2026 increase by 20%
- Licensees
 - Japan, Korea, Egypt
 - Further opportunities presenting themselves



Diving Projects

Latest training projects

- Advanced Diver - outline presented at Go Diving. Launch 2027.
- FCD Review ongoing.



Environment

Marine Champions

- 76 marine Champions
- 4 Scheduled Action Weekends
 - 16 -17 May
 - 11-12 July - Marine Champion Action Weekend
 - 1-2 August - Marine Champion Action Weekend
 - 5-6 September - Marine Champion Action Weekend
- Litter picks, marine surveys, egg case hunts, oyster surveys, sea grass harvesting have all been planned!



Environment

Environmental projects

- Portunus Project, Portsmouth – Ali Mayor
 - Over 100 marine species have so far been identified including 17 Non-Native Species.
- INNS Llyn Padarn, Llanberis
 - Over 160 divers have taken part in 10 dive days removing INNS from this SSSI site



Snorkelling Projects

Snorkelling

- Simplifying who can teach snorkelling (credit completed skills)
- 50% increase on SITCA YOY
- New Open Water Centres – Snorkelling centres
- Snorkel enquiries are 25% of enquiries

Snorkel Guide

- Reworked
- E-Learning August
- Wildlife Trust and Charity Partnerships



Diving and Snorkelling Festivals

- **Kernow 5-7 June** – Huge fundraising. Great back up plan.
- **Scottish Snorkelling festival 27/28 June** – Snorkelling for all Launch.
- **Scoob and Snork Fest 25 July** – Snorkelling for all Launch.
- **NW Dive Fest 28 August** – Snorkelling for all Launch.



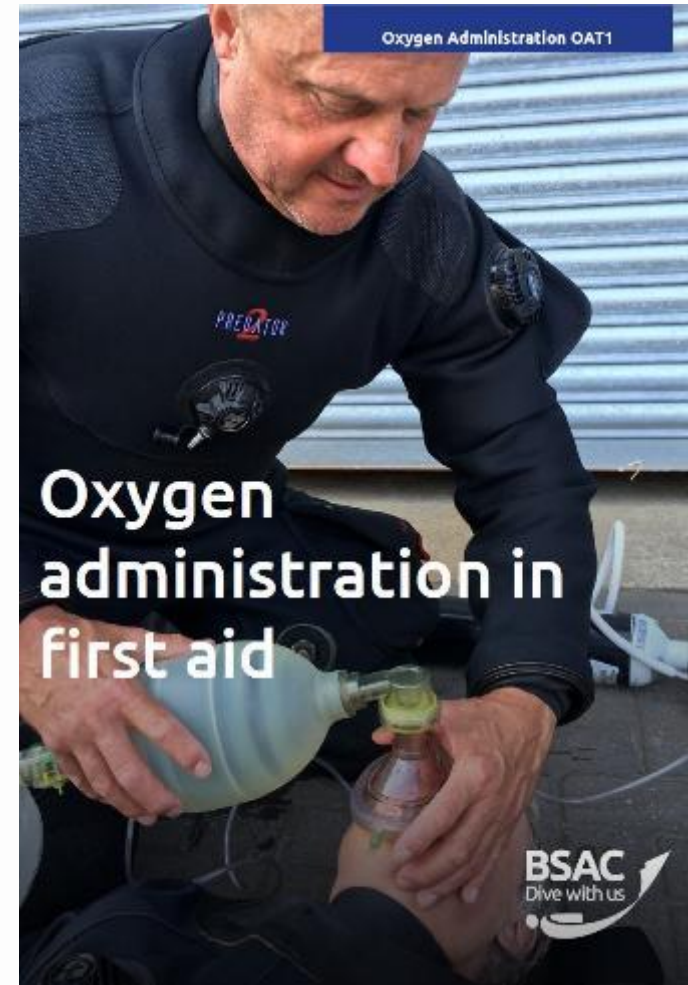
Also looking at Southern Snorkelling event.

Kings Baton Relay for Commonwealth Games 22 June.

Safety Group

Upholding Safety Standards

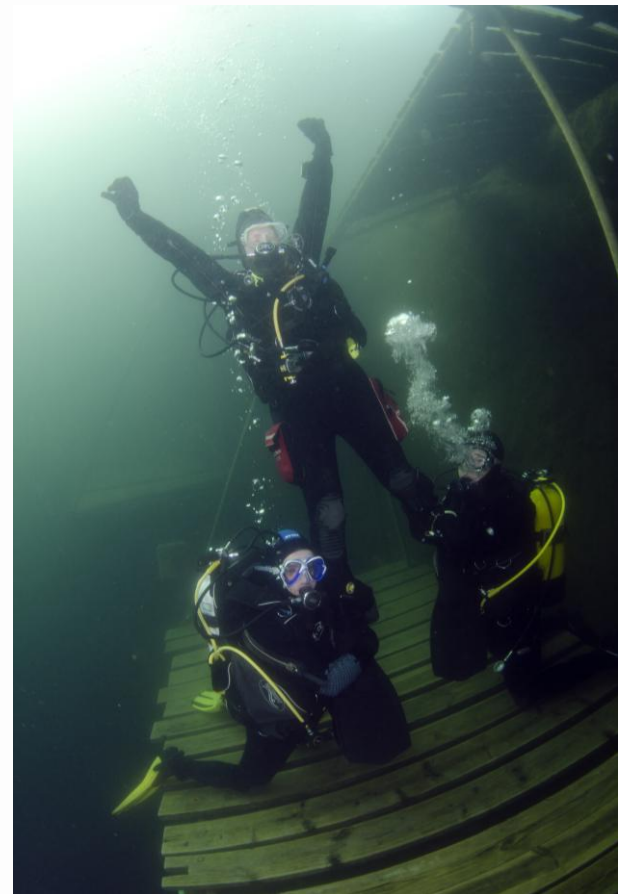
- BSAC lobbying Government – Chambers
- Annual AED Instructor recertification (Jan)
- Incident report 2024 published
 - webinars for industry and other organisations
 - Incident Data review group in place and working hard on data systems
- Safety Awards
- Safety Blogs and articles – real time/real issues focus
- Two Sophie's



A Massive Thank You!

HQ staff, NDC and lead project members + all the volunteers that give their time to BSAC

- Gavin Anthony
- Alison Mayor
- Claire Peddie
- Mick Stewart
- Ginge Crook
- Nick Harvard
- Jack Capel
- Carrie Pillow
- Stephen Dorricot
- Paul Crinnion
- Cara Nicholson
- Steve Cowley
- Michelle Haywood
- David George
- Andy Hunt
- Mike Baker
- Alex Warzynski
- Luke Bullus
- Ali Gaudion
- Michelle Kim
- Jeff Roberts
- Joe Westnedge
- Johnathan Hudson
- Robin Kirkpatrick
- Ollie Meaden
- Debbie Roberts
- Steve Barnard
- Nick Sims
- Bob Elliot
- Craig Daniel
- Denys Ilyushenko
- Aoife Lynch-Hughes
- Gareth Morris
- Mario Monaldi
- Paul Pritchard
- Kevin Holmes
- Sands Castro
- Kevin Ford
- Tom Hawkesworth
- Jon Parlour
- Jim Watson
- Jenny Mooney
- Sophie Heptonstall
- Julia Branagan
- Adrian Collier



Strategy Update Vice-Chair Yasmine Thorn

Annual General Meeting

2026



The Strategy

The BSAC community, and scuba diving in general, has been facing challenges in a shrinking market, over many years, impacting BSAC's future.

The challenges:

- Outdated processes and technology
- Long term decline in diving and BSAC membership
- Shortage of volunteers & Instructors
- Need for market-led training delivery solutions, reflective of BSAC's high standards for quality and safety
- Growing environmental and sustainability pressures
- Shift in scuba divers towards 'casual diving' (less commitment)

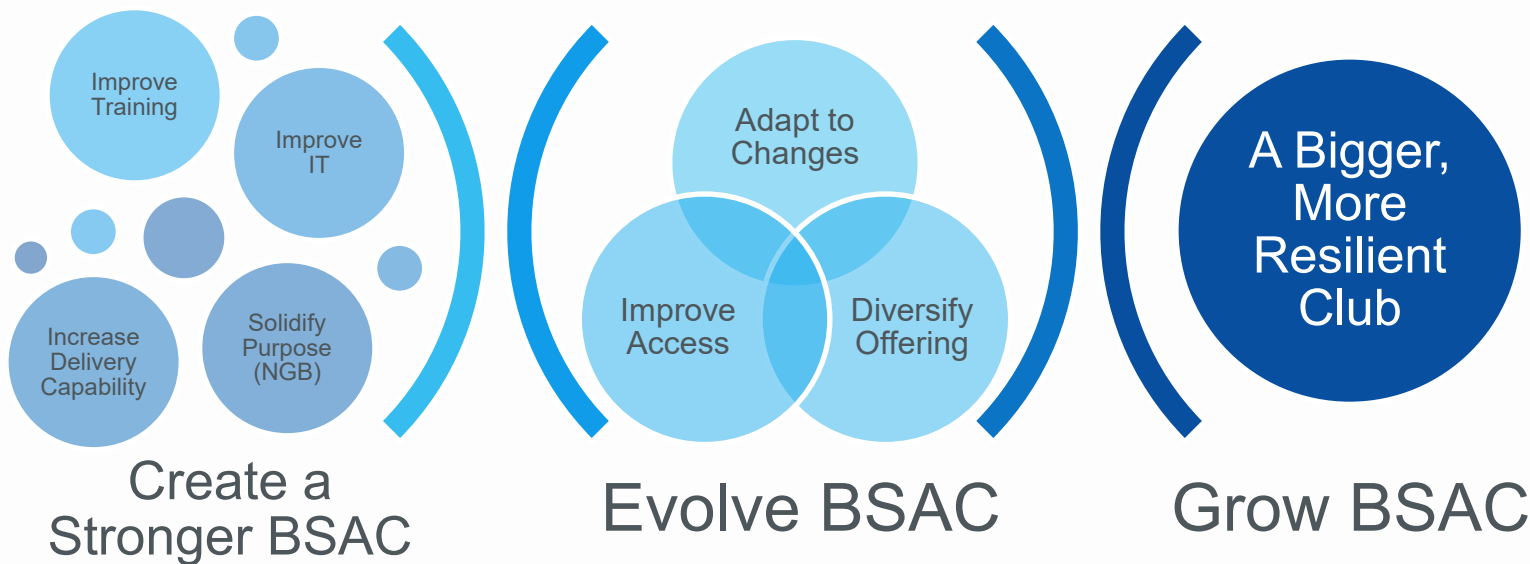


The solutions:

- Update the technology and reshape how HQ and our volunteer base works
- Creating more pathways into scuba and snorkelling
- Streamline ITS and Provide new methods of club assistance
- Develop and adjust training courses to meet a modern dynamic market that still align to our key values
- Take bold and decisive action, including campaigning and holding the government to account, to protect the UK's seas
- Deliver additional value to members and adapt to the shift in more 'casual' divers

Stablise > Evolve > Grow

Addressing the challenges won't lead to immediate growth. We need to adapt to the new environment as well



Strategic Priorities



**Technology &
Sport 80**

**Diver Training
Delivery**

**Snorkelling
Delivery**

**Member Value &
Engagement**

**Environment
action**

Grow Diving

Digital
Communications
implementation

Streamlining
processes

Websites for
clubs

IFC & Instructor
Trainer

Adventurous
Diving

Paid for
opportunities

Snorkelling as an
entry route to
BSAC

Create new
centres

New Partnerships

Festivals

Club Support

Volunteer
Recognition

Safety reporting

Marine
Champions

Environmental
Citizen Science

Lobbying & PR

Campaigns to
reach new
audiences

Conversions to
BSAC

Holiday Diving

Underpinned by our priorities as the NGB of Scuba Diving & Snorkelling

Research

Collaboration

Trade Partnerships

Safeguarding

Environment

Wins

- **Digital** – Sport 80, Server Migration, new expense portals, new accounting package – all to future proof BSAC
 - Provides more resource to spend on important projects
 - Keeps us up to date with cyber legislation
 - Fewer outsourced functions – greater control
- **HQ building** – Rental of second floor space
- **Diver training Products** – Increased productivity

Next Steps

- **Delivery** – More instructors
 - SDCs, Instructor Trainers, OWIs
- **Routes into BSAC** – Diversify
 - Centre offering
 - Snorkelling
 - Conversions from other sports/diving agencies



Honorary Secretary Emma James Declare results of voting

Annual General Meeting

2026



Results of voting: Ordinary resolutions

Appointment of auditors:

Auditors, Johnstone Howell & Co were appointed to conduct the 2025 audit.

To authorise the BSAC Council to appoint and set the remuneration of the 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	442	97.32%
Against	26	2.68%
As they see fit (for)	503	

Results of voting : Special Resolution

to amend the Articles of Association of BSAC Ltd. :

A member has proposed making changes to BSAC Council structure via a Special Resolution (SR). Members can vote on the change at the AGM in June 2026. Subject: Special Resolution to amend the Articles of Association of BSAC Ltd. In accordance with Article 50.(B) I am submitting a motion, as a special resolution, to amend the Articles of Association of the British Sub-Aqua Club Ltd, company number 1417376. A company limited by guarantee.

RESULT	No. votes	% of valid vote
For	184	18.95%
Against	354	81.05%
As they see fit (against)	433	

AGM 2026 Council Election Results

Voting process

- Election administered by Civica
- Nominations via on-line portal or by post by mid-night 31 January 2026.
- Rechecked & confirmed prior to election go-live on Civica
- BSAC members entitled to vote supplied unique voting codes and links to Civica's website
- Email reminders to vote
- Election Publicity: SCUBA magazine, BSAC Talk, Socials, blog
- Voting closed 7pm 10 June 2026

AGM 2026 Council Election

Nominations

BSAC Vice-Chair

One nomination – Yasmine Thorn (unopposed) - **ELECTED**

Honorary Secretary

One nomination – Emma James (unopposed) - **ELECTED**

Council Members x 3

Seven nominations

AGM 2026 Council Election Results

Voting: Council Members

Catherine Smith	727 votes - ELECTED
Alexander Denny	626 votes - ELECTED
Carline Deal	533 votes - ELECTED
David George	518 votes
Hywel Dyer	417 votes
Edward Haynes	266 votes
Hafiz Zainudeen	98 votes

Number of eligible voters:	19,334
Total number of votes cast:	1,369
Turnout:	7.1%
Number of blank votes	21
Total number of valid votes counted:	1,348

Keep in touch

info@bsac.com | bsac.com | @BSACdivers | 0151 350 6201



Meeting Chat

Voting on resolutions is now open [here](#)

Chris Horan started recording.

Damian Wozniak 19:01

First question to Chris Horan

Your email sent 22 June 2026

Why do you ONLY send the link to join the AGM almost at the last minute ?

You also confuse things when you wrote at bottom of email about joining a Teams meeting

"in your email invite sent on the MORNING (my capitalisaton) of the AGM"

Chris Horan

The reason for withholding the meeting link until 90 minutes before the AGM is to minimise the risk of the meeting link being made public (inadvertently shared).

The 'MORNING' text is an error. It used to be sent on the morning of the AGM before we switched to midweek and the template we use for the email had not been updated to reflect the change therefore it should have stated 'EVENING'. This has been noted and will be changed for the next version in 2027.

Chris Horan 19:01

Please could Clive let me know your surname?

Richard Adair 19:02

Adair. I am Richard Adair,

Damian Wozniak 19:03

Why is the AGM being held almost SIX months after the end of the accounting year ?

AND in the middle of scuba diving season

Clive 19:04

Clive Millis

Damian Wozniak 19:04

Why has BSAC dumped face to face AGM's where one could actually meet and chat to the directors beforehand?

Surely a HYBRID AGM could be introduced physically present and online without big costs.

Mary Tetley 19:06

Hi Damian , we have looked at this again. Last year when we asked the question , members said that they wanted an evening meeting rather than a Saturday meeting

Mary Tetley 19:06

You are always welcome to come to BSAC HQ for meetings face to face with us , many members have this year

Ginge Crook 19:07

Why are BSAC Egypt stats not included in the Annual Report? What income and membership numbers are we receiving from BSAC Egypt. Has the deal been honoured and are the benefits now of financially positive to BSAC.

Richard Pettifer

The Egypt membership numbers are unreliable and also erratic, for these reasons Council decided a while ago that it is more reliable and accurate to exclude Egypt from our reporting and we should focus on core, UK membership.

Following the expiry of the previous agreement with BSAC Egypt a new financial arrangement has been put in place for 2026 and going forward, Council believes the income received fully exceeds the costs and risks to BSAC.

Smith, Leon 19:08

Also always great to catch up with most at the BSAC stand and breakout sessions at the GoDiving Show (albeit you do have to pay to get in).

Ginge Crook 19:09

My question of 2025 AGM was never responded to re staffing cost of £804K. I assume this has now increased. Is this figure sustainable with our reported loss of £99.5K

Richard Pettifer

This question was submitted before the presentation on the financial statements was given. This was matter covered in the presentation.

Damian Wozniak 19:09

Mary, thank you and that implies that BSAC HQ is continually staffed and at home working has ceased? or decreased substantially

Mary Tetley 19:09

Richard will be covering finances in his report

Anne M 19:10

Why are all your Webinars and training events (and this) on a Wednesday evening? I have had to miss a dive tonight to attend this meeting

Mary Tetley 19:11

Yes Damien we are in the office , some hybrid working but some of us everyday

Damian Wozniak 19:12

A Shenstone 'flanneled' that question re AGM meeting in June

Damian Wozniak 19:12

spelling incorrect

Clive 19:13

Looking at the DTP and AMS. How can instructors find the "conmpleted" modules. From what I have seen, we can only see what a student has done, by trying to add something. It would be super helpful to be able to see what a stuend has already completed and therefore what they need.

Mary Tetley 19:13

Always happy to look at changing if we can but there is always a diving night for someone as well . We do Monday nights and Tuesdays .

Damian Wozniak 19:14

once upon a time in the dim and distant past AGM's were held in mar/apr

Richard Pettifer

As I explained last year, the AGM is held in accordance with the timetable set out in the Articles.

Anne M 19:14

Thanks Mary - I must have missed those ones

Mary Tetley 19:15

OK Clive, we are working on it and yes you are right . Thanks

Robert Gormley 19:16

From experience with other organisations, auditing of accounts is taking longer and thus the annual accounts are taking longer and longer to be returned. It may be that BSAC are suffering the same delays in external auditors?

Mary Tetley 19:18

We are also experiencing this

Yasmine Thorn 19:18

Hi Damian, to add to Andy comments, we need wait for the audited accounts and unfortunately his takes a little longer in recent times and the need for adequately qualified auditors who are in short supply at times. We would rather have that process done right than rushed.

Damian Wozniak 19:19

The auditors should be 'dumped' as they are not needed by a tiny company like BSAC and cost too much and you will see my later points

Richard Pettifer

BSAC Articles of Association require the financial statements to be audited.

Damian Wozniak 19:20

Did the directors actually sign the accounts? and on 13 May 2026?

Also did the auditors actually sign the audit report? and on 13 May 2026?

Richard Pettifer

The Accounts were formally approved on those dates. Physical signing is taking a little longer.

Edward Haynes 19:20

Hi Damian, It isn't the auditors, but the processes they need to go through, hence why I moved last year's AGM to this week in June.

Damian Wozniak 19:21

*Does anyone know if or how many BSAC members actually READ the auditors' report?
and do members know or even care that it is for them?
and do members know that auditors ONLY provide an "OPINION"*

Damian Wozniak 19:21

Why has auditors' remuneration increased by almost 200 percent to 23000 from 8,000 just 3 years prior?

Damian Wozniak 19:23

that is MORE than 200 percent closer to 300 percent

Richard Pettifer

The audit fee increased from £8,000 to £15,000 in 2023, when the new Auditors were appointed, the previous Auditors being unwilling to continue. Subsequent increases follow from an increase in workload.

Mary Tetley 19:24

We know how many clicks we have on the accounts on the website so that gives us some guidance

Damian Wozniak 19:26

So people may look at the numbers but does not mean they read the auditors report. I do not read that waffle

Smith, Leon 19:27

It's trite but true to say that training and sports activities have become increasingly 'transactional'.

Damian Wozniak 19:28

a much stronger adjective than waffle is appropriate

Chris Horan 19:28

Steve please may I have your surname for the minutes?

Steven Walsh 19:29

if you dont like how council run things , you are free to stand and get voted on to council if you can convince enough people to vote for you.

Damian Wozniak 19:29

re Andy Shenstone's presentation PADI seem to have no problems have also looked at PADI accounts

Kev Cameron 19:30

Not sure comparison with PADI is a fair comparison but you do you Woz.

Smith, Leon 19:30

The only 'members' of PADI and commercial operators.

Damian Wozniak 19:31

wrong padi members are ALL from divemaster upwards

Damian Wozniak 19:31

all instructors

Damian Wozniak 19:32

and one has met many BSAC instructors who are also PADI members

Damian Wozniak 19:33

Andy Shenstone the PROBLEM is retaining BSAC instructors

Damian Wozniak 19:34

Membership numbers have decreased AGAIN so what plans do the directors have, if any at all, to stop the decline from a high of more than 50,000 in 1996 (30 years ago).

Yes one has been at BSAC AGM's since that time !!

Damian Wozniak 19:35

How many of the 21,048 'current' members are instructors?

Is it 16499 ie. 21048 - 4549 ?

Chris Horan

Of the 21,048 'current' members, 4549 were instructors at the time.

Yasmine Thorn 19:35

Hi Damian - happy to discuss this point in more detail with you at another date, perhaps with other directors if we can make diaries work. In terms of reasons for auditing, though we are a small company we are a national governing body and have a duty to our members to demonstrate responsible use of members funds. The audit reports help to hold council to account through impartial scrutiny.

It is there for members but also to support better review and transparency for our members. We take this responsibility seriously and the decision to use independent auditors was taken to ensure this is effectively carried out several years ago. We also of course welcome the feedback directly from members.

With regard to costings - unfortunately that is the nature of financial services in 2026 - things cost more, its not just us

Yasmine Thorn 19:36

some of this I will answer in my section later - please do poke me if I miss anything

Chris Horan 19:40

Voting on resolutions is now closed

Damian Wozniak 19:40

Yasmine, will be delighted to make my way up to BSAC HQ or wherever and discuss everything in detail with as many of the directors as possible. Will be in touch. Maybe best to eventually communicate by phone. Most at BSAC HQ know my tel. nr. and I can pick up practically ANY time

Smith, Leon 19:41

wrong padi members are ALL from divemaster upwards

[Explore Your PADI Membership Benefits - PADI Pros](#)

All seems pretty commercial to me.

Damian Wozniak 19:44

Leon you will know IF you are a PADI member ie. dive master instructor and above AND membership fees are 'eye watering'

Damian Wozniak 19:45

A set of questions to Richard Pettifer, in 'digestible' chunks

Damian Wozniak 19:45

*Why has an extremely useful and understandable CASH FLOW statement been dumped ?
Yes it is not required by statute BUT the accounts are FOR the BSAC members and CASH IS KING.*

Richard Pettifer

The pro-forma cash flow statement is very difficult to follow. For this reason I have set out the cash in in the slides and talk members through it.

Damian Wozniak 19:46

Why is rental income of 5790 for even part of a property valued at 400,000 so VERY small.

Richard Pettifer

The property was only rented out for the last 3 months on the year. A full years rental will be reported in the 2026 financial statements.

Damian Wozniak 19:46

*Apart from the words group and company, pages 17 and 18 are the same, so is this meant to confuse ?
And likewise apart from the words group and company, the two sections on page 16 are exactly the same*

So why have past years' (up to year ended 2023) VERY NICE and easy to read presentations with columns for group and company been dumped ?

Richard Pettifer

As explained last year and at the beginning of the presentation this year the financial statements are prepared by the auditors using a standard template. We have limited ability to vary the wording or look and feel

Damian Wozniak 19:46

From a reading of the balance sheet on page 11 BSAC appears to be technically insolvent with NET CURRENT LIABILITIES of 381,251

Richard Pettifer

This is a function of the treatment of deferred income which has indeed been the accounting policy for many years and cannot be changed under FRS 102.

Damian Wozniak 19:46

What do the words "allowed improved granularity of information" on page 20 supposed to mean?

Richard Pettifer

This relates to the change of the calculation undertaken in 2022

Damian Wozniak 19:47

Please explain to members why on page 20, "Deferred income" shown as a liability and 'deferred' to whom?

Surely liabilities are payable's

So is that 'deferred income' REPAYABLE to someone? ie. Members

Richard Pettifer

This has been covered many times before. As set out above this is required under FRS 102

Maple, Martin J. 19:47

My club lost about 10% of its members due to the transfer of direct debits as part of the Sport80 implementation. Partly missing emails and not recognising Stripe as BSAC so cancelling it. And partly due to noticing they were still paying membership! Either way it's a financial impact to the club & BSAC.

Smith, Leon 19:47

I have read the auditor's' report. It says "In our opinion..." at the start of the second paragraph.

Damian Wozniak 19:48

Why has creative accounting been used to show INTANGIBLE FIXED ASSETS since computer software is effectively valueless once purchased.

Based on amortisation figure of 3750 is expected to be of use for 20 YEARS !!

Page 13 states 10 years BUT the computer software HAD been shown in 2024 accounts so HAS been 'around' for the WHOLE of 2025 year but only 3750 shown.

Richard Pettifer

A decision was taken to capitalise the up front licence fee for Sport 80, before my time on Council and this was ratified by the Auditors. The intangible asset was reported in the financial statements in 2024 and is being amortised over 10 yrs, starting from the date the system went live.

Damian Wozniak 19:49

that is correct it is ONLY an opinion and does not 'certify' anything

Damian Wozniak 19:50

that last reply was to Leon Smith

Ginge Crook 19:51

Do these figures indicate we as an organisation are likely to be deemed bankrupt in the very near future?

Richard Pettifer

Hi, Ginge. I have set out the three tests that we use to assess whether we are a going concern. If we were to fail any one of them we would essentially be 'bankrupt'. Council and HQ are aligned to ensure that that does not happen, the main steps being taken are covered in the other presentations particularly the strategy update.

Helen Mitchem 19:52

Could we consider offering an “under 25s” membership at a cheap rate that say can be fixed for 2 years or something? They’ll more than likely not want an actual SCUBA mag

Gerard O'Neill 19:53

2-3 months is tight! As a business owner! If staff on 3 months notice, even more so.... Other organisations I know are offering younger membership initiatives.

Yasmine Thorn 19:54

we do have a student membership that is a reduced rate but specifically under 25s is worth pricing up and exploring - I have made a note to include it in my analysis

Damian Wozniak 19:55

Thank you there are many questions to Richard and hopefully replies will be forthcoming sometime

Smith, Leon 19:55

Standard template for reporting in accordance with FRS (Financial Reporting Standard) 102.

Damian Wozniak 19:56

One does not need to use standard templates which often obfuscate matters

Yasmine Thorn 19:56

I can pick this up but I will leave Richard to answer the rest. the rental income from the space in 2025 was only reflective of a very short window as tenants moved in late 2025

Steven Walsh 19:56

was even mentioned that words in template were questioned by council.

Maple, Martin J. 19:57

Why do courses take so long for council to approve? Sidemount was announced on a webinar as being complete during the pandemic 6 years ago. Deeper diver was similarly announced when DL was revised a few years ago ...

Crawford, Ryan 19:57

Please do, coming from a Uni club we see many graduates walking away from diving as new graduates have far less disposable income than actual students ... Many Club environments do this (golf etc)

David Brander 19:57

Council don't approve them, that's part of the diving officers committees work

Steven Walsh 19:57

could use a bespoke but would cost more, and some people have already questioned why we as a club spend money

David Brander 19:59

This isn't meant to answer the question about time frames (totally a fair one) but just clarifying who works on them

Damian Wozniak 19:59

Unfortunately I am one of those 'sad' people who understand 'accounts' but the questions are designed for persons who do not have much knowledge of such and could appreciate some enlightenment

Richard Pettifer 19:59

Damien, you have asked a number of questions and raised many points. As I did last year I will reply in writing in a few days

Smith, Leon 20:00

FIXED ASSETS of £553,575 (£553,575 - £381,251 = TOTAL ASSETS LESS CURRENT LIABILITIES of £172,324)

Yasmine Thorn 20:00

I will pick some of this up in my section but approval to courses doesn't sit with council - it is NDC which is a subcommittee of council headed by the NDO - I will pick up the timelines shortly

Maple, Martin J. 20:00

Ok well on the previous webinar it was council but not withstanding it is still bsac sitting on courses for years. Why? It hardly respects the volunteers writing the courses and members waiting to do them

David Brander 20:02

Dunno, I am not on council or the NDC so had no part of the slide work.

Damian Wozniak 20:02

Richard, I hope you will write your replies in the full minutes for others to see these as I know what is 'going on' and your replies should be for everyone to see

Richard Pettifer 20:05

Indeed, as was the case last year.

Damian Wozniak 20:05

To Steven Walsh, would NOT cost more as 2023 accounts would be used as templates not the 2024 and 2025 which are bad

Steven Walsh 20:06

yeah Ok. you know better than the auditors

Damian Wozniak 20:07

yes Steven I do as I was one once, until I discovered Smirnoff

Damian Wozniak 20:08

IF you know what that is about

Steven Walsh 20:08

No "the", not auditors in general. and the smirnoff comment doe explain things somewhat

Smith, Leon 20:11

Having appointed various auditors and forensic accountants (including as a company director), I have not yet come across any regulated financial services providers who don't charge extra for producing reports on anything other than their current standard template for the applicable reporting standard.

HARPIN, Richard (LONDON AMBULANCE SERVICE NHS TRUST) 20:11

In regard to instructors, where have the OWI combined instructor events gone? In practical terms, they seem a much better way into instructing rather than faffing around over months and months and sites. A couple a year would provide a good way for those of us who are weekend poor in our day lives a much more efficient way into supporting our clubs.

Mary Tetley 20:12

Hi Richard, there are still combined events.

Mary Tetley 20:13

The OWIC is now on a Saturday and the PIE on a Sunday in addition to the combined events

Helen Mitchem 20:14

Spring lakes, Long Eaton

Steven Walsh 20:15

again - weekend. theres a huge amount of people who dive who dont have a traditional weekend

Damian Wozniak 20:16

Reply to Leon Smith, auditors do NOT produce the annual reports, they ONLY provide an OPINION on account produced BY the entity in question. So even though you were a company director you have NO clue.

David Bewick 20:16

Some OWIC/PIE are scheduled for Mon/Tues

HARPIN, Richard (LONDON AMBULANCE SERVICE NHS TRUST) 20:17

Hi Mary, they're not the same as the ones that were 5 days "zero to hero" style, with IFC first and straight through.

HARPIN, Richard (LONDON AMBULANCE SERVICE NHS TRUST) 20:17

Also, not weekends please.

Steven Walsh 20:18

agreed but i was replying to he statement about sat and sun from Mary

Damian Wozniak 20:19

Harking back to a previous question. How many of the 21,048 'current' members are instructors? Is it 16499 ie. 21048 - 4549 ?

Mary Tetley 20:19

Richard we are doing these at Stoney but not overseas. There has not been so much demand for these but always happy to look at it , we can email you separately . Thanks

Smith, Leon 20:20

I suggest that you listen back to the earlier presentation on the form and format of the annual report (and maybe ease back on the voddy).

Edward Haynes 20:20

Question to the chair:

Could you consider co-opting Katherine Knight, Chair BSAC Environment and Sustainability Group onto Council, so the environment has a voice at the top table.

Damian Wozniak 20:24

Yasmine, it is a question of RETAINING members and DO have some ideas which have mentioned in the past and will put them to you when we meet

Alex 20:30

Hello all. I had a chat at Capernwray with Andy S about how we previously successfully grew the membership. Any plans to implement this?

Shenstone Andrew 20:30

Hi Edward, thank for your question, Katherine's commitment to the role of Environment Chair means that at present she does not consider she can also commit the additional time that also being on Council would demand - however we do meet regularly and she provides a highly informative report into formal Council meetings. Rgds Andy

Edward Haynes 20:31

Glad it's been considered.

Shenstone Andrew 20:38

Hi Woz, yes I recall our chat - we are evaluating our existing strategic initiatives later this year. This will include both exploring future initiatives but also reviewing the impact of previous programmes that sought to grow / retain membership initiatives - such as 'Know and Grow' which I you highlighted. I am very keen we apply the lessons from the experiences of past initiatives. Thanks Andy

Alex 20:39

Thanks for the reply. It's the only thing in the last 25 years that worked... so give it serious consideration as the organization is running out of time

David Brander 20:41

Congratulations to all elected members

Dave Moss 20:42

Regarding needing more instructors. I did the snorkelling instructor course, along with our current DO, as it allows us to teach certain courses that do not require any diving (compressor operator, gas blender, CPF)

We have been told we cannot teach Boat Handling though.

I do not think this policy helps in this endeavour.

Mary Tetley 20:43

Dave, Sophie H will come back on this to you

David Brander 20:44

Thanks all - now time for a nice cold ice cream

Graeme Cooper 20:44

Very good meeting. Thank you to all involved.

Helen Mitchem 20:44

Thanks all

Mary Tetley 20:44

Thank you all for coming

Smith, Leon 20:45

Many thanks all.

julian palmer 20:45

Many thanks

Q&A:

Smith, Leon

The annual report refers to *"the long-awaited Sport 80 system"* and notes that *"[t]hanks to the efforts of the BSAC HQ team and our members and club officers, the new system is now mostly bedded in with a 78% engagement rate so far from members and clubs"*. How was 78% figure determined? Do you mean that 78% of all members have actually used the system, or at least one member from 78% of clubs have used the system, or something else?

Chris Horan

Hi Leon, the 78% engagement rate was calculated from the login activity stats from Sport:80 so this is the percentage of individual members that have engaged.

Smith, Leon

Are there any plans to roll out advanced snorkelling instructor training courses/assessment (i.e. ASITCA)?

Chris Horan

'ASITCA is a live course and we have started doing Scuba Instructor - ASITCA Instructor crossovers. We had advertised ASITCA courses but these did not fill. We will always try and run on demand'

Response to questions to the Honorary Treasurer

A few general points; firstly, can I request that questions on the financial statements are not raised until after the presentation as some points were covered then and need not have been asked, this also detracts from the presentation being given at the time. Secondly, some of these questions have been asked and answered before, there is no need to repeat them as the answer will be the same. Finally, can I request that professional and business-like manner and tone are used when questions are raised.