

**Working Group Meeting  
27 March 2006 at the Royal George Hotel, Perth**

Present: Hilary Musgrave, Alastair Dargie, Steven Gray, Lewis Grant, Eddie Guest, Stuart Macintyre, Bruce Crawford, Richard Tarran

Apologies: Roy Smart, Sam Montgomery, Kay Bates, Maggi Gardner, Craig McKillop

A brief update of the open meeting at Glenmore Lodge (18 March) was provided from those who had been in attendance. The new members Hilary and Alastair were welcomed to the group, coming from Huntly and Cairngorm Nordic clubs respectively. Their concerns centred on the need to work on a UK-wide basis in a supportive framework rather than current obstructive environment.

It was noted that the rating of the SWOT as produced at our last meeting should have been posted on the web in addition to the wide circulation. This was agreed as a priority action. There were a few additions to the competitions section of the SWOT as detailed here:

5	BASS points and seeding system
5	Registration of racers
1	entering pathways from grass roots
5	progress up competitive pathway to FIS

It has become apparent that we must either

- 1 opt out of the Bob proposals, or
- 2 agree to enter Bob with a set of conditions, or
- 3 propose an alternative structure

Taking these options in turn:

- 1 To opt out is not in our interests since we agree change is needed and we believe it is best for all of us in the UK to work within an agreed structure.
- 2 Setting conditions for entry into Bob is not a viable option, as our issues with Bob go right to its core.
- 3 Given the above, we must attempt to propose an alternative structure.

We identified the elements that had been scored in the SWOT as being best done by a Scottish or a UK body (ie. those with high or low scores). Those that scored with a strong preference are listed below either as centralised or not, other issues like all those scoring 3 remain where they are currently.

Scotland/HNGB	UK
Grass roots initiatives	Insurance
Youth development	Membership functions
Childrens performance (end the BCST)	Child Protection
Coaching courses: diversity of delivery	Accounts functions?
Delivery of local competitions	Coaching membership & standards
	Elite athlete programmes, junior & senior
	Pathway planning
	Competition registration (via clubs)

Seeding and UK race organisation
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A commonly held view was that we would be wise to keep hold of the areas that we are good at and where improvements can be identified or where it is already done at UK level then those functions would best be centralised.

We then recorded our concerns about the current proposal for Bob, a single UK body. These centred around the lack of accountability caused by the “divide and conquer” action of the removal of the federation. A large number of small clubs would lack coordination and control.

**Key concerns about Bob:**

Lack of accountability (people in the sport too removed from decision making)

Lack of effectiveness (too remote from the grassroots)

Lack of flexibility

“Top-down” approach is too autocratic

Inability for volunteer Directors and others to meet readily; such as, through Snowsport Scotland’s current midweek evening meetings held in Perth.

Loss of high quality volunteers currently involved in Snowsport Scotland who would be unable or unwilling to travel to frequent meetings held UK wide.

What the group considered as an alternative was to create a more federal structure driven by home nations etc (incl. BARSC and perhaps other similar entities). To create a different character this proposal was termed “Ken”.

**Advantages of Ken:**

Effectiveness of locally controlled organisation

Volunteers willing and able to contribute

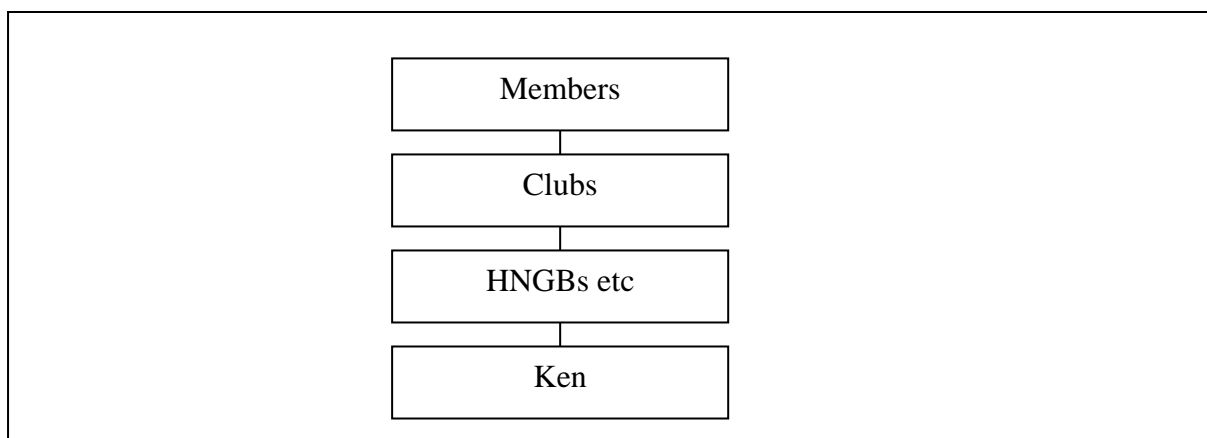
Flexibility of functions

Engagement of whole sport

Ownership of Ken by local skiers/boarders

Allows us to centralise where it is beneficial

**Overview of Ken Structure**



**Governance**

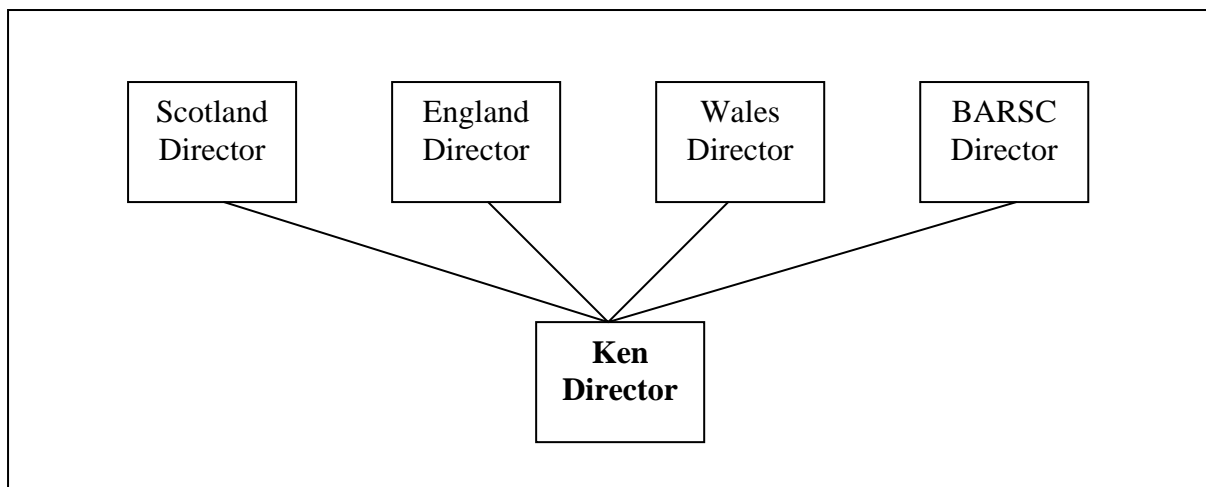
Ken would have a board of governors, comprising the chairs of the HNGBs (or equivalent organisations, such as BARSC).

## Executive Committees

Six pillars or functional towers in the following areas:

- Finance
- Membership
- Youth Development
- Coaching
- Competitions
- Performance

Each HNGB or equivalent body nominates a director /rep with a portfolio for each pillar. The 4 or so portfolio directors form a UK committee meeting perhaps every second month, to agree strategy at UK level with the UK director. Each committee would be called, for example, “The Performance Executive” or “The Membership Executive”.



The structure would include other entities deemed equivalent to HNGBs, such as BARSC, to the extent these entities were included in the structure and willing/able to provide a high quality director for that particular functional pillar. For brevity Northern Ireland and certain other entities that might contribute have been omitted from this graphic. Ken would be fully engaged with all strands of Snowsport, not just Alpine ski racing.

This structure provides:

- ❑ Accountability and legitimacy from the membership through to the UK level Director responsible for the function.
- ❑ A forum for UK level organisation where appropriate
- ❑ Home Nation level organisation where appropriate
- ❑ A UK level Director with direct responsibility for the function

**Ken could provide the UK structure and scale that is sought through Bob for functions where this is appropriate, but retain the accountability, effectiveness and engagement with the grassroots we currently enjoy at Snowsport Scotland.**