
SUNDAY 23 JUNE 2024 AT 10:00

MINUTES**In Attendance:**

John Coyne CBE (JC)	Chair and Independent Director
Richard Boreham (RB)	Vice Chair and Independent Director
Kerry Chown (KC)	Director nominated by Canoe Wales
Nick Donald (ND)	Independent Director
Martine Kushner (MK)	Independent Director (<i>Virtual, Partial attendance</i>)
Jim Miller (JM)	Director nominated by Paddle Scotland (<i>Virtual</i>)
Zoey Rowe (ZR)	Director nominated by English Forum
Manpreet Sehmbi (MS)	Independent Director
Greg Spencer (GS)	Director nominated by English Forum (<i>Virtual</i>)
Ashley Metcalfe (AM)	CEO, Paddle UK

Apologies

Clare Dallaway (CD)	Director nominated by English Forum
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Also In Attendance:

Dee Paterson (DP)	President, Paddle UK (<i>Virtual</i>)
Chris Earle (CE)	Director of Recreational Paddling (<i>Partial attendance</i>)
Susan Hicks (SH)	Finance Director
John Harrison (JH)	UK Sport
Rob Knott (RK)	Director of Communications & Business Development (<i>Partial</i>)
Rob Morini (RM)	UK Sport (<i>Partial attendance</i>)
Keir Worth (KW)	Director of Paddlesport (<i>Partial attendance</i>)
Charmaine Collins (CC)	Executive Assistant to the CEO

1. Chair's Welcome and Opening Remarks

The Chair (JC) welcomed all to the meeting and thanked everybody for attending, including those that had joined the meeting remotely (GS, MK, JM and DP). He especially welcomed John Harrison and Rob Morini from UK Sport who had joined the meeting to present item 09, UK Sport System Master Planning. JC noted the busy agenda which reflected some exceptional work that the executive had been undertaking.

JC advised that several colleagues would join the meeting throughout proceedings including Chris Earle, Director of Recreational Paddling to present items 06 and 07, the Ocean Racing Working Group and SUP update. Rob Knott, Director of Communications and Business Development would join the meeting to present item 11, the Commercial Review proposals. He confirmed that KW would also help steer us through items 13, 14 and 15 (Sprint &

Paracanoe International Panel Update, the Sprint Progress Review and World Class Programme Report).

2. Apologies

Apologies had been received in advance from CD. Apologies were also noted from MK who advised that she may have to drop out of the meeting later.

3. Declarations of Interest

JC advised that MS had written to Paddle UK to inform us that her husband had recently been appointed as a NED with British Wrestling.

No further declarations were received outside of those already submitted.

4. Minutes of FB89

The Minutes of FB89 were approved as a true and fair record of the meeting subject to minor amendments around SUP within the CEO Report, and a point of accuracy within the Anti-Doping update.

5. Matters arising not covered by the agenda

The Board paused to reflect on the recent passing of Vice President, Roger Fox, who had given 70 years of distinguished service to paddlesport. JC relayed that AM and GS attended the funeral service on behalf of Paddle UK.

There were no further matters arising.

6. Ocean Racing Working Group

JC welcomed CE to the meeting to provide an update on the progress of the Ocean Racing Working Group. CE took the paper as read and focused on the key points;

- CE advised that credit should go to Greg Van Heerden (GvH) at Paddle UK for managing this process over the last 18 months and drafting the paper
- GvH has played an important role in supporting members of the Ocean Racing (OR) community to become a discipline committee and begin to develop a clear strategy for the development of the discipline
- The Terms of Reference had been developed in collaboration with the Paddle UK Governance Team including a good selection policy for the GB team, and the draft strategy had also been shared.
- The work that had been undertaken was a clear example of good practice and could act as a template for future disciplines.

A Board member queried how Ocean Racing would link into the Executive and Board Structure. CE clarified that KW, as Director of Paddlesport chairs the Discipline Group but as

the Discipline Committees are approved by the Board, the CEO is ultimately responsible for all of the disciplines. KW oversees the work we do to ensure the disciplines work in a coordinated, integrated way to ensure each discipline can have a holistic view of how to convert club paddlers into the elite pathway to help manage the recreational/performance split seen in some disciplines.

The Board questioned whether we have enough resource within our current structure to help the disciplines advance strategically at grass roots to develop elite athletes. AM confirmed that this is a challenging area and to be fully effective, this area should have greater capacity and resource. However, this is not included in the current budget and needs to be addressed in future thinking.

JC clarified that Ocean Racing will now qualify for funding support through the discipline committee grant. The Board noted that the majority of discipline committee funding is spent on sending GB teams to international competitions, and that realistically, only a small amount is left over to develop the sport. AM invited the Board to consider their appetite of where we wish to focus our discipline support for long-term sustainable success. The President suggested that discipline strategic plans are approved by the Board and that there is transparency of where the funding is being utilised.

CE clarified questions around inclusion of other craft in future plans, confirming that Ocean Racing wish to run multi-craft events and do not wish to exclude paddlers on this basis. Consequently, some Ocean Racing may also include SUP.

The Board agreed to formally thank GvH for the excellent work undertaken within Ocean Racing.

The Board approved the Ocean Racing Terms of Reference and approved the application by the Ocean Racing Working Group for official Paddle UK Discipline Committee status.

7. SUP Update

CE presented a summary of work undertaken in the development of SUP along with an outline of areas of SUP development for the next 12 months. CE highlighted several points;

Paddle UK SUP Advisory Group

- First meeting of the new Paddle UK SUP Advisory Group due to take place on 26 June
- The formation of the group is different to other disciplines, as we are working with organisations who have been in the SUP arena for many years
- The Advisory Group may not yet be fully formed
- The Chair of the Advisory Group, Ben Powis, CEO of Surfing England, would serve for one year
- The main function of the SUP Advisory Group is to advise, check and challenge the work Paddle UK are doing to govern and support SUP in England. Reports from the SUP Technical, SUP Safety Groups and other SUP related groups will report to the SUP Advisory Group.

- ToR have been drafted for Governance Team scrutiny and would come back to Board for final approval.
- Paddle UK have signed a MOU with Surfing England.

SUP Youth Forum

- First meeting of the SUP Youth Forum took place in April
- There were representatives from manufacturers, both elite and mass participation
- The Forum wish to see more events for young people.

SUP Selection Policy for ICF

- Finalised and updated the ICF Selection Policy for the SUP World Championships in 2024 to ensure it meets the requirements of Paddle UK and ICF governance, as well as meeting the needs of the athletes to ensure a fair and transparent selection process
- Two venues have now been shortlisted out of a potential 7 to host the 2026 ICF SUP World Cup
- We are developing a SUP Events and Competition Committee who will work under the SUP Advisory Group to advise and look at the potential to create a single pathway for both World Championships (ICF and the International Surfing Association).

Support for SUP Events

- Small number of SUP events identified this year which we will support and use to explore ways in which we can maximise the opportunity to raise the profile and benefits of membership of Paddle UK amongst the SUP community
- These events represent a mix of different types of SUP activity, including recreational SUP, racing and mass paddles.
- Instigation of a National Series of SUP events that are designed as both mass paddles and selection race events for both ICF and ISA international competitions.

SUP Safety

- Paddle UK are working collaboratively with BSUPA and Surfing England on a specific area for reporting and collating all paddlesport incidents, and notable events, that is maintained and monitored by Paddle UK and triaged as appropriate
- Second phase of the leash research has now been commissioned with a focus on the flow environment, retentive features and possible solutions to reconfiguring/ adapting a system that has an auto-release mechanism
- SUP Safety Working Groups
- Work with Retailers and Manufacturers.

SUP Marketing and Communications

- There is a suite of marketing activity planned to support the SUP action plan.

CE confirmed that the Minutes from the Paddle UK Advisory Group would be shared with both the Paddle UK Board and Surfing England Board to ensure there is check and challenge from both sides.

A Board member requested that the selection policy is very transparent in terms of distinguishing between SUP ICF and SUP ISA, so that athletes are clear on the route they need to take. CE clarified that paddlers can compete as an individual entry, or through selection. He advised that work to explore how our official teams are selected without discouraging individual entries would take place over the next 18 months.

CE confirmed that the SUP Advisory Group would be able to advise on individuals appropriate for the GB nomination to the ICF SUP Committee in July to meet the 8 August ICF deadline.

The President requested transparency with the SUP community and Paddle UK members in relation to the creation of the SUP Advisory Group. JM agreed that it would be useful to share the information with the wider membership.

JC reminded the Board that Paddle UK is the joint NGB for SUP with Surfing England, which adds a level of complexity not previously experienced. He agreed that communication and transparency are important but recognised that the group is in its early stages and there is still work to be done.

A Board member disclosed that some individuals are reluctant to complete incident forms for fear of declaring an incident that they were involved in. He encouraged Paddle UK to change the thought process through appropriate messaging that explains the positives of building up more knowledge and learn from the data, which overall improves paddlesport safety.

CE agreed to explore recruiting a representative from White Water Paddleboarding onto the SUP Advisory Panel.

The Board noted and discussed the contents of the SUP report. The Board recommended a number of actions to help progress work in this area including; greater transparency with members, reinforcement of safety collation through incident reporting and greater inclusion to ensure the right people are represented on the SUP Advisory Group. The Board noted that SUP traverses two competing international bodies – ICF and ISA.

8. Constitutional Change

AM thanked JC, MK, CD, ZR and GS for their time and input into the constitutional change project so far. He also thanked Nancy Squires for preparing the PowerPoint presentation shard with the Board in advance.

AM presented the slide deck and summarised the key areas of proposed constitutional change. He confirmed that the consultation had now been shared with the membership with the key stakeholders identified. The Board noted that over 60 people had already signed up to the 9 consultation sessions scheduled online over the next 3 weeks. These sessions would be run by an external consultant, with at least one Board member and one senior staff member in attendance.

AM confirmed that the final proposal for constitutional change would be shared with the Board for approval at the next meeting in September, with a view to call an Extraordinary Meeting in the autumn.

The Board noted that SH was now leading on the consultation, given the imminent departure of NS from Paddle UK on 18 July. SH confirmed that a robust handover plan was in place to ensure no gaps emerge in other governance areas between the departure of NS and recruitment for her replacement. JC formally thanked NS for her contribution and support to the Board during her tenure at Paddle UK.

A Board member raised that within the consultation, it must be made clear that the proposal for applications for English Directors is open to all Paddle UK 'English' members only.

SH confirmed that she would check that the consultation had been shared more widely with National Association members who have an interest in certain aspects of the consultation, such as the role of the President and Vice Presidents.

JC thanked GS for leading on the consultation on behalf of the Board.

The Board noted the constitutional change report and progress to date.

9. UK Sport System Master Planning

Rob Morini (RM) introduced himself as the Head of Sporting System at UK Sport. He shared that he has a close interest in Governance and EDI. He commended Paddle UK on our Diversity and Inclusion Action Plan (DIAP) which UK Sport thought was excellent and ensured that Paddle UK remained fully compliant in terms of the Code for Sports Governance.

RM introduced and outlined the purpose of the System Master Planning project, entitled 'Protecting the Future of Olympic and Paralympic Sport'. He shared that there are challenges within the operating environment in which NGBs are working in. The Board noted that the UK Sport project aimed to make sport more relevant to reach a wider diverse section of society, particularly within the 'downtime' period between the Olympic and Paralympic Games.

JH, Sports Advisor at UK Sport, elaborated on the organisation health diagnostic tool which had recently been updated to help understand healthy organisations. He advised that UK Sport were now working with NGBs to make it as useful as possible to help support the sector. JH thanked Paddle UK for noting the organisational health diagnostic tool at the last Board meeting in April.

RM invited comments from the Board.

There was a discussion around how the organisational health tool must take into consideration the whole NGB, including non-Olympic and Paralympic sports. RM recognised that the challenges go beyond Olympic and Paralympic sport and it is about sport as a whole. He acknowledged the tension that can exist between non-Olympic and Olympic sports. The

Board wished to ensure that our non-Olympic disciplines, where we have many World Champions, are represented within the planning structure. The Board also noted that Olympic sports are subject to change every 4 years and that the number of our own recognised disciplines are expanding all of the time (such as Ocean Racing). JC highlighted that some of our most recognised, successful athletes are non-Olympic, or adventure paddlers.

JC stated that it was not possible to have a healthy system that is not comprised of healthy organisations, and that it was the role of the Board to ensure that the organisation is healthy.

The Board relayed that there were a number of other challenges facing NGBs within the sporting landscape, including ageing facilities with inadequate national infrastructure, a decline in volunteers and water quality. JC stated that the National Water Sports Centre does not meet the minimum standards to host an international competition. The Board also emphasised the importance of having fun under the term 'Sport for All' and the importance of grass roots development across both Olympic and non-Olympic disciplines.

RM explained two areas of work that were currently being undertaken as part of the pilot; data and digital transformation; and fan engagement work. He confirmed that UK Sport were expecting all workstreams to report back to NGBs by the end of the year.

There was a short discussion around the challenges with data sharing, who benefits and how this could work in practice through a centralised system.

RM reported that funding implications as a result of centralising services for NGBs were still to be explored and worked through.

JC, on behalf of the Board, thanked UK Sport for their time and the presentation.

The Board noted the presentation and progress to date.

10. CEO Report

JC introduced item 10 and invited AM to speak to his CEO Report.

Finance Update

AM reported that the cumulative deficit to the end of May was £410k, ahead of budget by £143k.

Membership

AM reported that membership was currently the biggest financial risk, although at the end of May, income remained ahead of budget by £33k. He advised that retention rates for May were 61%, down from 72% in April, although the team were focused on improving these statistics. The Board noted that membership was at its lowest for some time (circa 81k) and that there were still 50,000 individuals due to renew between now and the end of the year. AM shared the primary reasons for members not renewing or cancelling;

- Water Quality

- Insurance not being available within the membership journey
- Cancellation of Direct Debit/subscription: Subscribed/set DD in error
- Paddling less
- Waiting for the Weather
- Coastal Paddling

The Board discussed water quality and the impact on membership. AM confirmed that Paddle UK are part of the Clean Water Alliance (with 40 organisations signed up) but disappointingly, ahead of the General Election, water quality was not incorporated into party manifestos as prominently as we would have liked. He confirmed that Paddle UK have a responsibility to share any water quality issues with the membership.

[MK left the meeting]

Risk

The Board noted that the same three risks were appearing on the risk register rated 15 or above, with all three risks flagged as static trending over the past 12 months;

- Retention of performance coaches
- The size of the coaching pool across non-Olympic disciplines and lack of governance checks across volunteer coaches
- Ageing facilities, at HPP in particular.

The Board noted that the decline in membership levels had been rated as a new and increasing risk. The Board recommended that a deep dive is undertaken into this risk and that remedial action is taken. The Board agreed to add the decline in membership levels to the September Board Meeting agenda.

Sport England Talent Indicative Funding Confirmation

AM reported that Sport England had confirmed the indicative funding figures for the next cycle of our Talent Programme.

International Panel Update

The Board noted that the BPA had approved the selection of 9 GB athletes for the Paralympic Games, confirming our largest Paralympic team to date. AM reported that the Slalom IP did not change the original slalom team for Paris following the Kayak Cross qualification event in Prague.

International Relations Update

AM reported that meetings continue with the development groups to establish the new ECA strategy launched by President Jean Zoungrana. He confirmed that Paddle UK attended a further update in Szeged in June which had received positive support with the proposed governance changes expected to be passed at the EGM in November. The Board noted that the ICF had officially inaugurated a new satellite office in Hangzhou, China and that new partnerships had also been signed with BYD and Alibaba.

Annual Plan 2023-24

AM reported that work continues on deliverables within the Annual Plan for 2023-24 with considerable progress being made in a number of key areas. He highlighted a couple of areas where there was more work to do;

Winning More Medals

- Canoe Sprint failed to qualify quota places for Paris (RAG rating - Red)
- Coach Development - Working with external provider to deliver a course of workshops to non-Olympic discipline coaches. 6 Talent coaches/staff have been accepted on 3 external formal development programmes (Amber)
- Improved digital transformation of programme data such as results /tracking – some initial scoping done but further avenues need to be explored (Amber)
- Development of Kayak X and equipment challenges - Since the last Board meeting, all 4 semi-permanent ramps now at HPP with installation being finalised & CPD sessions delivered for English Talent Programme (Amber)
- Facility concerns (flooding/loss of training days/ lack of quality provisions) – No further significant progress since the last Board meeting (Amber)

Growing Membership

- Rebrand activation - Phase 1 of brand roll-out completed (Amber)
- Review member benefits - Digital Membership cards implemented March 2024. Coaching & membership digital infrastructure ready awaiting coaching membership review. No progress made on the development of 'PaddlePoints Plus' or additional functionality for PaddlePoints (Amber)
- Design and implement a system of "Club Associate" membership that replaces the existing club-led option - No change since last Board meeting, although this area is now deemed a high priority with a dashboard solution (Amber)
- Review Coaching Membership with consideration to impact of minimum standards of deployment - Review completed and testing concepts initiated with stakeholders (Amber)

Strong Organisational Governance

- Develop & publish a Volunteer Strategy - Current volunteer strategy has been reviewed and a questionnaire circulated to gather insight and information regarding volunteer needs, wants and challenges (Amber)
- Design and implementation of National Standards to all training providers offering SUP (qualifications/awards/course) - Newly developed BCAB SUP WW Leader is now live and available. CIMSPA have now endorsed all regulated SUP qualifications (Amber)
- Deliver Workforce Governance Project (National Workforce Registration) - Policy completed and agreed across all NA's. Launched May, work now focused on education, implementation and auditing mechanisms (Green)

AM clarified that 'external coaching support' refers to opportunities provided by UK Sport and UK Coaching designed for elite coaches that are already within the WCP.

Safety & Recent Fatalities

AM expressed Paddle UK's sincere condolences for the passing of Bren Orton, adventure paddler. He also expressed great sadness over a number of other further fatalities that had occurred in Scotland and the French Alps. AM highlighted the importance of our safety messaging and confirmed that a new safety campaign with the RNLI had recently been launched. AM confirmed that he would look into a recent serious incident that had been reported through the correct reporting channels that had not received an acknowledgment.

HPP Facilities Update

AM reported that meetings had taken place with Serco and Consultants employed by Nottingham CC to discuss the longer term vision for the site. He also confirmed that discussions with Serco had been undertaken to seek progress on how to improve the facilities in the short term. The Board noted that an individual consultant had provided an assessment of the value of the rental agreement and was undertaking further exploration into alternative performance and operational venues.

Leadership Team Structure

AM thanked KC for her input and support into the Senior Leadership team refresh. He advised that the process was progressing positively and would be finalised ahead of the September Board meeting.

The Board received the CEO Report and noted the pleasing progress to date.

11. Commercial Review proposals

JC welcomed RK to the meeting to present the commercial review proposals.

RK presented the progress against the proposals from the commercial review undertaken in 2023 across 6 strategic initiatives, including; Domestic and International Events, Education, Clubs & Facilities, Merchandise and eCommerce, Memberships & Affiliations and Communications, Digital and Social Purpose.

RK shared his recommendations from the review, emphasising that membership and ecommerce were key.

The Board discussed the quality of the commercial review. JC expressed concern that the review was too generic and did not tell us anything that we did not already know.

The Board shared some frustration with the timing of the commercial review and subsequent analysis of the proposals, as it did not align to maximising the rebrand. RK stated that the Paddle UK brand is still in its early days and that commercial partners are responding positively to the new name.

The Board requested that the list of proposals is shortlisted and prioritised into a roadmap with appropriate investment and resource committed to delivery.

The Board considered the type of commercial strategy that would be most fitting for the organisation and its members. The Board recognised the importance of striking the right balance between generating commercial income, and growing the sport, strengthening the paddlesport landscape and supporting members in a sustainable way. The Board noted that commercial partners help to provide services to members that would otherwise come at a cost to the membership.

The Board noted and discussed the contents of the Commercial Review Proposals and agreed for MS, on behalf of the Board, to provide expertise into the commercial strategy ahead of further updates.

12. Finance Update

SH referred to the May accounts circulated in advance and provided a verbal update on the financial position through to the end of May. SH reported that membership levels had recently declined, with 3,800 members lost between 1-18 June, although within the last two days, levels had started to take an upturn with the return of some good weather. SH reported that retention rates had also jumped in the past two days from an average of 40% in the spring, to 68%. SH advised that over the next two weeks with a forecasted upturn in the weather, factors that influence renewing and new membership behaviour may start to become apparent.

SH reassured the Board that Paddle UK were in a robust financial situation with healthy reserves. She advised that we held a strong cash position, with a low risk investment strategy and a close hold on our cost base. The Board noted that membership income remained solid despite levels dropping, and that we had continued support from our funding partners.

JC remarked on the strong set of accounts which reflected good financial management of the organisation.

The Board noted and approved the Finance report.

13. Sprint & Paracanoe International Panel Update

JC invited KW to provide an update on the recruitment for the Sprint & Paracanoe International Panel.

KW reflected on the recruitment process emphasising how difficult it had been to recruit individuals with an understanding of paddlesport from such a small pool. He highlighted that conflicts of interest do exist and had been declared on the Panel. The Board felt assured that these would be managed appropriately and took it as positive that it shows those individuals are engaged with the sport.

The Board commended the appointment of Adrian Butt, noting that he appeared to be an excellent candidate for the role.

The Board received and formally noted the IP update and approved the contents of the paper, including the appointment of Adrian Butt to the Sprint & Paracanoe International Panel (IP).

14. Sprint Progress Review

JC invited KW to present the report.

KW reported that failing to secure quota places for the Olympic Games had been tough for the athletes, coaches and all support staff. He acknowledged that despite the efforts of all involved, including the athletes, we remain a long way from producing the results that we would like to be associated to having a high performing World Class Programme in Sprint. However, he reported that athletes had recently been achieving life time best times, with some national records broken. The Board noted that the sprint strategy is two years old, focused primarily on the LA cycle and that we need to allow the athletes and coaches to continue their trajectory. KW shared that we remain lacking in the potential size of the coaching pathway, grassroots development and the athlete pool.

KW reported that the comprehensive review of the 6 months preparation leading into the Olympic qualifiers would be completed over the coming weeks, the results of which would be shared at the next Board meeting in September.

KW confirmed that there is an extensive list of KPIs set against each area within the strategy to track progress. The Board noted that a full update on the Sprint Strategy had previously been delayed.

KW stated that there are not enough young people paddling at the right events and that a requirement of the new TCP model would be for those clubs to host local regatta events.

The Board noted and discussed the Sprint Progress report.

15. World Class Performance

The paper was taken as read and for information only. It presented an update on activity within the World Class Performance since the last meeting of the Board in April.

KW reported that the WCP remains on track for Slalom and Paracanoe ahead of the Paris Games. He shared that the Slalom athletes were imminently due to travel to Paris to train. The Board noted that the Paracanoe athletes had now been selected for Paris. KW commended the support and expertise of the Communications team in driving media attention towards our team of athletes.

KW reported that work continues on developing the next phase of the Talent Club Partnership scheme and that the Slalom Talent Programme is in a good place, although there are concerns around the issues facing Slalom in Scotland.

JC invited comments from the Board for KW to respond to during the meeting.

JC noted the recent international success of Kerry and Emma Christie at the Wild Water World Cup series. The President also shared that GB Men U21 canoe polo team secured a silver medal at the Canoe Europe ECA Cup in France.

KW clarified that Gareth Wilson had been seconded into the role of Slalom development at 0.5 FT until the end of March while he remains a Podium Coach. He suggested that there would be a need to continue to resource the development of a Slalom plan after March 2025.

The Board received and noted the World Class Performance report.

16. Committee and National Association Reports

The committee and national association reports were taken as read.

16.1 Finance & Audit Committee

No further updates were received outside of those already discussed.

16.2 HR & Remuneration Committee

No further updates were received outside of those already discussed.

16.3 Governance Committee

AM confirmed the appointment of the recruitment agency to find JC's successor. ZR reported that the Governance Committee would meet briefly on 24 June.

16.4 Performance Committee

No further updates were received outside of those already discussed.

16.5 Paddle Scotland

JM referred to the report shared in advance. He reported that the situation and action plan regarding the independent investigation into the unauthorised constructions in the River Tay at Grandtully by members of the Scottish Canoe Slalom Community had intensified and remained unresolved. The Board expressed sincere disappointment towards the unacceptable behaviours shown towards Paddle Scotland colleagues in these circumstances.

JM shared his resignation from the Paddle UK Board with immediate effect. He advised that Paddle Scotland would start the process of appointing a new replacement Director in due course.

16.6 Canoe Wales

No further updates were received outside of those already shared in the paper.

16.7 Paddle Northern Ireland

No further updates were received.

The Board noted and accepted the Committee and National Association Reports.

17. Any Other Business

Grass Roots Participation

RB, as Chair of the Performance Committee, raised a topical issue of how we can invest in broadening our grass roots base across all disciplines which is not covered by UKS or Sport England funding. He stated that the success of the WCP originates from grass roots and that numbers progressing into the talent pathway were dwindling. The Board recognised that an action plan was needed and welcomed a proposal on what it would cost and when it would need to start.

ICF Nominations

JC reminded members that there were two outstanding decisions to make in relation to ICF Board and Committee nominations ahead of Congress elections in November. He confirmed that the SUP Advisory Group would be assisting in the GB nomination to the ICF SUP Committee as previously discussed earlier in the meeting. JC relayed that the second decision relates to the GB Slalom candidate we wish to put forward to stand on the ICF Slalom Committee, as there were two worthy candidates for consideration in Colin Woodgate and Gareth Wilson. The Board agreed that this was an executive matter and agreed for JC, as Chair of the Board, to approve the recommendation put forward by the executive to meet the 8 August deadline.

Kayak Cross Watch Party

JC extended an invitation to members and the President to join the Kayak Cross Watch Party at Lee Valley on Monday 5 August. He advised that an official invitation would follow.

Paddle UK Shirts

CC invited Board members to advise whether they would like an embroidered Paddle UK shirt.

18. Closed Session with Non-Executive Directors