

NOMINATED FOR THE ROLE OF **PRESIDENT**

STANDING FOR ELECTION AT THE 2024 AGM - 19 DECEMBER 2024

## STEWART PITT

<b>MEMBER SINCE</b>	1985
<b>NOMINATED BY</b>	Emma Nabili & Dave Marquis
<b>PADDLE SCOTLAND VOLUNTEER GROUP(S)</b>	None
<b>AFFILIATED CLUB(S)</b>	Pinkston Panthers
<b>DISCIPLINE(S)</b>	Slalom
<b>COMPANY, CHARITY &amp; SCIO DIRECTORSHIPS (LAST 5 YEARS)</b>	Pinkston Panthers, SC050346, Chartforth Limited (SC196235), Allatus Ltd (SC411373), Pinkston Panthers Ltd (SC480576), Regknowledge Limited (SC745134), Cherry Tree Lane Property Ltd (14900095), Cherry Tree Lane Properties Limited (SC535613)

### PERSONAL STATEMENT

I eat, sleep and breath canoeing starting at Ayr canoe club coached by Dave Marquis and was inspired by Alistair and Marianne Wilson spending lots of time in their Lendal shop/ factory in Prestwick. I then joined Heriot Watt Club and Forth CC, trying out canoe polo, river trips, river racing and slalom but it was slalom that really grabbed me. I have tried every kind of craft in every environment and want to create similar opportunities for everyone.

I founded Pinkston Panthers club and have been coaching for over 20 years so understand how challenging both running a club and coaching can be. I am keen to ensure that clubs and coaches have their concerns and ideas heard at the board and that the organisation better supports these two absolutely essential groups.

I qualified as an accountant so can help ensure effective financial management and that financial resources are deployed to maximum effect in terms of the quality and quantity of paddlesports opportunities for all.

I have been CEO and Finance director of small companies with teams the size of Paddle Scotland and also been part of the British Team so understand the criticality of building and managing effective teams and maintaining morale.

SCA Board member 2009-2012

Member of Project Committee then Board of Pinkston Watersports (2009-2015) from idea to opening

Former Chair of SCA and GB Slalom Committees

Organised National Ranking Slalom Races with 150 competitors. Volunteered at numerous other races.

12 Times Slalom C2 Champion

British Champion 1996

12th in Atlanta Olympics

2 x World Masters Games Champion

Personally sponsored 4 slalom athletes, two have raced for Team GB in Olympics and the other two are competing hard for spots in LA 2028. Numerous Olympic, World and European medals between them.

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## ALISON BYERS

<b>MEMBER SINCE</b>	2022
<b>NOMINATED BY</b>	Linda Godfrey & Martin Wishart
<b>PADDLE SCOTLAND VOLUNTEER GROUP(S)</b>	None
<b>AFFILIATED CLUB(S)</b>	Kyle Kayak Club, West Coast Paddlers
<b>DISCIPLINE(S)</b>	Sea Kayak
<b>COMPANY, CHARITY &amp; SCIO DIRECTORSHIPS (LAST 5 YEARS)</b>	None

### PERSONAL STATEMENT

I believe I meet the role specification through my 20 years senior leadership experience in the charity sector, and would love to contribute these skills and experience to Paddle Scotland's board. My particular areas of interest are governance, safeguarding and equality.

Having worked with different level of local, national and international charities including Save the Children, British Polio Fellowship and, currently, the RNLI I am used to working with governance groups including boards, regional councils, trustees and directors to enable strategic development, alignment, objective setting and direction for organisations with thousands of volunteers.

It is my experience that stakeholder management is critical to effective governance. As the Engagement Lead for the RNLI in Scotland my current remit is to engage vast numbers of stakeholders to create and implement the fundraising and engagement strategy for Scotland. The key to success is to ensure that volunteers and supporters are at the heart of everything we do, engage them throughout and bring them with you on the journey of change, while ensuring the organisations interests are met.

Safeguarding is core to all my working and voluntary experience, both in ensuring frameworks are in place, as well as communicating why these are necessary and beneficial. As the WPO for my local kayak club I'm working with the committee to introduce the standards of deployment and ensure our safeguards are not just in place, but core to our ethos.

As a disabled paddler I was very nervous about embarking on my personal kayaking journey and have been incredibly well supported in my local club and any PS activities. I am also the Depute Chair of the RNLI's Disability Network advocating for a truly inclusive and accessible organisation for our 30,000 volunteers and staff. I am very passionate about inclusivity and equality so particularly interested in supporting the board to continue and grow the inclusivity efforts of PS.

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## OWEN INGLIS HUMPHREY

<b>MEMBER SINCE</b>	2024
<b>NOMINATED BY</b>	Fiona Pennie & Craig Douglas
<b>PADDLE SCOTLAND VOLUNTEER GROUP(S)</b>	Slalom Development Group
<b>AFFILIATED CLUB(S)</b>	CR Cats
<b>DISCIPLINE(S)</b>	WWR, Slalom, Recreation
<b>COMPANY, CHARITY &amp; SCIO DIRECTORSHIPS (LAST 5 YEARS)</b>	More Than Glue Ltd

### PERSONAL STATEMENT

Since my youngest tried kayaking at a summer holiday camp almost 10 years ago I have become increasingly involved and invested in the effective and sustainable development of paddle sport across Scotland. For the last 18 months that has involved focusing on supporting and coordinating the slalom community specifically to come together and navigate what has been a particularly challenging period. Throughout this I have continued to engage with other paddling disciplines and kept a simple focus – to enable all paddlers to paddle, safely and to the best of their ability, whether they are aspiring Olympians, or weekend recreationists.

Professionally, I provide guidance and advice to Government Departments, public bodies, and private companies, on commercial, structural, and operational matters, and lead major transformation programmes. Experience gained over 3 decades include:

- Supporting the Caribbean Regional Government, trade bodies and local businesses coming together to drive greater inter-island trade.
- Leading a major change programme across the NHS in England, coordinating policy makers, politicians, Clinicians and NHS managers.
- Developing the framework for selection and implementation of partnership agreements for a major middle eastern infrastructure programme.

Throughout, I continue to champion the importance of equality, diversity, and inclusion, am a visible ally and promoter of LGBTQ+ rights, lead on learning & development initiatives, and volunteer as a young person mentor.

This range of experiences, skills and personal dedication could add real value to the Board, and help shape, promote, and grow paddle sports successfully and sustainably. Specifically, I will focus on:

- Driving greater collaboration between all paddlers, clubs, PaddleScotland and sportscotland because only together can we succeed.
- Increasing transparency on when, how, and why PaddleScotland make decisions.
- Developing a clear and agreed strategy that everyone can understand, feel part of, and can see how we are all jointly delivering.

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## TONY LEAVER

<b>MEMBER SINCE</b>	1979
<b>NOMINATED BY</b>	Iain McDonald & Ian Bownes
<b>PADDLE SCOTLAND VOLUNTEER GROUP(S)</b>	Slalom Development Group
<b>AFFILIATED CLUB(S)</b>	Phoenix CC / ESKC / Pinkston Panthers / CR Cats
<b>DISCIPLINE(S)</b>	Slalom, Surf, Wild Water Racing
<b>COMPANY, CHARITY &amp; SCIO DIRECTORSHIPS (LAST 5 YEARS)</b>	None

### PERSONAL STATEMENT

I have been actively involved in paddlesport for over 45 years participating and competing in various disciplines including Slalom, Surf, Wild Water Racing, Marathon and more. I've competed successfully at domestic and international level and also coached from introductory through to GB performance level. However, there's nothing I enjoy more than getting on the river when the water's high and simply having fun.

I believe I bring significant experience and capability to the board from out with my paddling background. My working life is in business development leading teams on multi-million pound projects, building working relationships across multiple stakeholders including at board level, developing growth strategies (and implementing them), all with the strongest governance and highest ethical standards. I build relationships which are open, honest, fair and will bring this experience and capability, along with a substantial paddlesport background, to my role on the board.

I will work as a member of the board leading the organisation in developing strong long term strategies and ensuring they are delivered effectively for the benefit of all members. This requires understanding of the varying needs of the membership, across numerous groups, appropriately balanced with the responsibilities of the organisation.

It is vital for the success of any long term strategy that the discipline and other volunteer groups feel supported and empowered. I am particularly interested in ensuring all groups within the organisation have a voice that can be heard and respected, with everyone treated equally, reasonably and proportionately.

Paddle Scotland, clubs, volunteers are all there to enable the sport to operate safely, effectively, sustainably and successfully such that "paddlers are able to paddle". I hope you can put your trust in me to help on that journey.

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## NIAMH LEE

<b>MEMBER SINCE</b>	2021
<b>NOMINATED BY</b>	Peter Todd & Anouska Duffy
<b>PADDLE SCOTLAND VOLUNTEER GROUP(S)</b>	SUP Development Group, Female Equality Group, LGBTQ+ Equality Group
<b>AFFILIATED CLUB(S)</b>	None
<b>DISCIPLINE(S)</b>	SUP Sheltered Water and WW SUP
<b>COMPANY, CHARITY &amp; SCIO DIRECTORSHIPS (LAST 5 YEARS)</b>	None

### PERSONAL STATEMENT

I am a qualified solicitor with experience in governance and leadership, developed through my professional career and my role within our family business Roll Outdoors. As an in-house solicitor I have a solid understanding of driving an organisation forward, preventing, identifying and managing operational risks in order to avoid legal liabilities, protect it from a loss of rights and reputation and avoid dispute. Compliance, risk management and duties of confidentiality are skills which are directly transferable to this role. Within Roll Outdoors, I report directly to our Directors and have management responsibility. I am involved in strategic-decision making as we navigate business growth and operational challenges whilst mitigating commercial risks.

I'm passionate about fostering positive growth, inclusivity and accessibility in Scotland's paddling community and am eager to contribute to Paddle Scotland's mission. My experience with Paddle Scotland has been a positive one and I have respect for the work and its strategy, a view which I am keen to instill in others. I believe my professional background has equipped me for this role in terms of being able to provide clear, strategic advice, whilst my leadership experience as well as working within various teams ensures I'm well versed and appreciate the importance of working collaboratively to drive meaningful and positive changes.

I'm particularly interested in contributing to areas such as governance, strategy, stakeholder engagement and risk management. My legal expertise will be useful in terms of navigating any regulatory frameworks and compliance and therefore ensuring Paddle Scotland operates effectively, legally and ethically. Additionally, I'm drawn to initiatives which promote participation and accessibility, evidenced by my role within the Female Equality and LGBTQ+ equality groups. I am committed to creating opportunities for all to enjoy paddling.

I would bring a balanced perspective, combining analytical skills with a proactive and positive approach.

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## NICK MAIN

<b>MEMBER SINCE</b>	2012
<b>NOMINATED BY</b>	Sarah Stublely & Jason Sharp
<b>PADDLE SCOTLAND VOLUNTEER GROUP(S)</b>	None
<b>AFFILIATED CLUB(S)</b>	CR Cats
<b>DISCIPLINE(S)</b>	whitewater, Boater-X, freestyle, touring, slalom, Kayak Cross
<b>COMPANY, CHARITY &amp; SCIO DIRECTORSHIPS (LAST 5 YEARS)</b>	CR Cats

### PERSONAL STATEMENT

As an experienced leader within a Global IT consultancy I have extensive experience operating at the Exec level both internally and supporting client C-Suite/Boards in their long term Digital Transformation programmes both developing and presenting the short-long term strategy for achieving their goals. This requires building and managing director level relationships as well as operating with and as part of the management team of 160+ technical consultants. Through the delivery of many large programmes I have built up experience of ensuring the appropriate governance is in place and executed to ensure successful delivery, in a broad range of environments requiring the handling of highly sensitive and confidential data.

As a member of the board I would bring my expertise in transformation and strategy development measured with 30 years of paddling experience across a number of disciplines both competitive and recreational.

My passion is for building a sustainable and inclusive paddling community where all have equal opportunities to access the sport and the legacy is represented by long term involvement in the sport regardless of which discipline paddlers ultimately prefer to follow. As a board member I would look to help break down the barriers perceived in the communities to access all paddle sports regardless of whether the paddlers are a member, as by setting the example of what can be achieved and the community and benefits we build, will encourage the next generation of paddlers to join.

The specific area of interest within the board responsibilities is in the development of the Paddle Scotland Strategy, and ensuring the welfare of all participants. I am also keen to promote the policies where they align with the strategy and ensure that the policies are kept in line with the latest best practice.

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## MARK MULRAIN

<b>MEMBER SINCE</b>	2003/2004
<b>NOMINATED BY</b>	Murray Gauld & Cameron Forry
<b>PADDLE SCOTLAND VOLUNTEER GROUP(S)</b>	Wet West Paddlefest. Formerly recreational and freestyle committees too.
<b>AFFILIATED CLUB(S)</b>	None. I may join Monklands or Glasgow when I am able to kayak again.
<b>DISCIPLINE(S)</b>	Whitewater, freestyle, surf, recreation
<b>COMPANY, CHARITY &amp; SCIO DIRECTORSHIPS (LAST 5 YEARS)</b>	None

### PERSONAL STATEMENT

I have been a consistent and committed volunteer in the sport since I was the junior rep of Eastwood and East Kilbride Canoe Club as a teenager. I then ran Strathclyde Uni Canoe Club and left them with documented processes of how to run the club for years to come. After leaving club kayaking I then became a sponsored kayaker for Immersion Research and Pyranha. I have kept these sponsorships going for 12 years so far, travelling the globe extensively on exciting trips.

I also started helping out with SCA events. I have been involved with Wet West for over a decade, chaired the recreational board and kept Freestyle going since the inception of Pinkston until an accident (with some added medical malpractice) in 2022 which I still have not recovered from.

I bring passion for the sport and the community as well as a commitment to the greater good. It probably doesn't hurt that I cannot personally kayak at this current time and have more free time on my hands. Perhaps I will bring a bit of a youthful mindset to the job, as well as a drive to help people with disabilities. I face the very jarring possibility that I will only ever be able to participate in the sport again as a disabled person.

My own kayak coach was a former director and installed a great sense of duty in me. It's not enough to enjoy the sport, it's up to us to take care of the future of it and grow with the needs of the modern membership.

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## DR SHAHRIAR NABILI

<b>MEMBER SINCE</b>	2019
<b>NOMINATED BY</b>	Jock Young & Owen Humphrey
<b>PADDLE SCOTLAND VOLUNTEER GROUP(S)</b>	None
<b>AFFILIATED CLUB(S)</b>	Pinkston Panthers, CR Cats
<b>DISCIPLINE(S)</b>	Slalom
<b>COMPANY, CHARITY &amp; SCIO DIRECTORSHIPS (LAST 5 YEARS)</b>	Nabili Partnership Limited, N&N Properties limited, NNES limited

### PERSONAL STATEMENT

I was born in Iran. I came to Glasgow as a refugee at the age of 17. I studied medicine in the University of Glasgow medical school and graduated in 1997. I became a senior consultant ophthalmic and plastic surgeon in Lanarkshire Health Board in 2008. I have been a senior lecturer in Caledonian University since 2002.

I was the clinical director of ophthalmology services in Lanarkshire for many years.

I was the secretary of Senior Medical Association of University Hospital Hairmyres for 4 years and also a member of Medical Advisory Committee of RossHall Hospital in Glasgow.

I was a member of Scottish National Procurement for medical devices for 8 years.

I am a director in 3 commercial companies.

I have extensive experience in leadership, teamwork, teaching, commercial success and accountability.

I have 3 children who are all passionate about canoe slalom. I have seen first-hand the benefit of sport in their physical and psychological development. I started kayaking a few years ago and despite my initial doubts, have come to really enjoy it.

I would like to see the sport to be more inclusive of ethnic minorities and furthermore I would like to see an expansion of the sport to local schools and communities. Whenever I have spoken to my non kayaking friends and colleagues, they have considered the sport be rather expensive, niche and therefore only available to a few privileged children.

If I were to be appointed to the board, I would be interested in promoting ethnic minority inclusion and making this wonderful sport more affordable and therefore available to underprivileged children and communities.

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## KEN NICOL

<b>MEMBER SINCE</b>	1980
<b>NOMINATED BY</b>	Donald Macpherson & Gary Youngson
<b>PADDLE SCOTLAND VOLUNTEER GROUP(S)</b>	None
<b>AFFILIATED CLUB(S)</b>	Pentland Canoe Club
<b>DISCIPLINE(S)</b>	Sea; open canoe, white water, SUP
<b>COMPANY, CHARITY &amp; SCIO DIRECTORSHIPS (LAST 5 YEARS)</b>	Highlife Highland; Highlife Highland (Trading); Halkirk & District Benefit Fund; Caithness & North Sutherland Fund; Scottish Club Sport; Pentland Canoe Club

### PERSONAL STATEMENT

Why am I standing? Paddle Scotland will face many challenges in the years ahead and I want to help. Overcoming the challenges will ensure that paddlesport continues to develop in Scotland and is accessible for all. I would hope that my knowledge and experience of both paddlesport and serving on other Boards will assist in the future sustainability of Paddle Scotland.

I am mainly a recreational club based paddler. Within my local Club, I am the secretary and coach. Although based on the North coast, I have been fortunate to paddle and coach with others from across Scotland as well as assisting in organising several major events and competitions over the years.

I have served on a variety of company and charity Boards. These have included a leisure trust delivering cultural, leisure and sport services, a national sports body, community benefit funds and a local college. This has given me appropriate skills and experience relevant for the Paddle Scotland Board.

Both my volunteering and professional activities have required integrity, objectivity, honesty, accountability and respect. Working with, listening and influencing individuals were key skills in the various roles undertaken. With a varied background, I am used to interpreting, handling sensitive and confidential information.

I will use my skills and experience (governance, paddlesport and stakeholder engagement) to assist in the future direction of Paddle Scotland to ensure that it is successful and represents the needs of all paddlers across Scotland. As part of this, I believe that a strong grass roots paddling community is an important component to the future success of the sport.

Within the Board's work, I am particularly interested in Corporate Governance, Health & Safety and Strategic Planning. Having been involved in other Boards, I can bring these skills to assist in the sustainability of Paddle Scotland.

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## JOS WALLACE

<b>MEMBER SINCE</b>	2022
<b>NOMINATED BY</b>	Rab Wallace & Albert Keeling
<b>PADDLE SCOTLAND VOLUNTEER GROUP(S)</b>	Equality Groups for: Mental Health & Wellbeing, Young Persons, LGBTQ and Accessible Paddling
<b>AFFILIATED CLUB(S)</b>	Auchinstarry
<b>DISCIPLINE(S)</b>	Canoe/Kayak and SUP
<b>COMPANY, CHARITY &amp; SCIO DIRECTORSHIPS (LAST 5 YEARS)</b>	Central Scotland Adventures

### PERSONAL STATEMENT

Having moved internationally with my family, we chose to settle in Scotland where we have fantastic access to Green and Blue spaces. Our love of watersports led us to start our own business venture in Paddlesports. I am an enthusiastic team player with inclusion at heart of everything I have chosen to pursue. With keen discovery the link between education the outdoor pursuits promoting green and blue spaces for children's future. Offering key concepts to education and forming strategies that include; an ethos and culture of inclusion which fosters positive risk taking, with safety strategies allowing forward thinking concepts to engage all ages/abilities and enthusiasts.

My experience... Engaging with our governing body to promote safe working practises and understand the culture/demographics of our chosen niche. Engaging with local communitys to seek vulnerable groups requiring access to paddle sports.

I feel that...my flexible and adaptable approach to inclusion has helped to meet people working for change in the current climate, where inclusion is talked about but yet to meet up to the standards. Positively promoting change ensuring safety and balances are promoted positively through robust safeguarding practices. Encompassing a sense of community within paddle sports has led to positive outcomes for inclusion and disability being met with surprising outcomes allowing me to share best practises with other organisations to promote positive risk taking for the good and benefit of the vulnerable groups.

Safeguarding, wellbeing and inclusivity features high on my personal and professional agenda. Having worked closely with the Paddle Scotland Equity groups over the past couple of years, I value the investment in these areas.

I feel I am ready to take on the challenge that board membership will give me to help to shape, inform and decide on future strategies, understanding key issues and helping to facilitate positive change.