2025 ANNUAL GENERAL MEETING MINUTES

DATE	19 January 2026, 7-9pm
VENUE	Hybrid online meeting held on Zoom and in person at Llandysul Canoe Centre

NO.	ITEM
	In attendance: **<u>Voting members</u>** There were 88 members in attendance online and 15 members in attendance in person **<u>Paddle Cymru Board of Directors:</u>** Richard Sterry (Interim Chair), Mike Butterfield (Vice Chair), Megan Hamer-Evans, Jim Potter, Steve Wilford **<u>Paddle Cymru/ Canoe Wales Sales & Services staff:</u>** Jethro Moore (Interim CEO), Bonnie Ireland, Vicky Barlow, Gareth Bryant, Valerie Ephraim, Jon Haylock, Suzanne Parkin, Ellen Roberts, Phil Stone, Andy Turton, Lydia Wilford **<u>Proxy votes submitted:</u>** 52 proxy votes were submitted
1	**Welcome by Jet Moore, Interim CEO** Jet welcomed those present to the meeting and thanked them for their attendance.
2	**Presentation** ***My Paddling Journey with Paddle Cymru* by Megan Hamer-Evans** Megan shared her kayaking journey, highlighting three key moments: falling in love with paddling as aged 11, her experience in elite slalom racing as a young adult and finding a new passion for canoe polo after stepping away from slalom. She emphasised the importance of balancing paddling with personal development and encouraged others to embrace new opportunities. Megan also discussed her decision to join the Paddle Cymru board, motivated by a desire to give back to the community that has supported her throughout her life. Mike thanked Megan for her inspirational presentation

	Tribute to Andy Booth Jet paid tribute to Andy Booth, finance director for both Paddle Cymru and CWSS, who had passed away suddenly in February 2025. Jet acknowledged Andy's significant contributions to both organisations over his 12 years' service. A memorial plaque is to be installed at Canolfan Tryweryn.
AGM STARTS – TRANSITION INTO AGM	
3	The meeting was chaired by Mike Butterfield, Vice Chair of the Board of Directors, who welcomed the members present to the meeting. **Apologies for absence** Apologies were received from DR, AL and CF.
4	**Vice Chair's Report by Mike Butterfield** Mike gave thanks to retiring board members in particular Kerry Chown (Chair) and Elsa Davies for their dedication and long service. New board members were welcomed: Richard (Interim Chair), Steve (Treasurer), and Mike himself. **Challenges & Achievements** 2025 had been a difficult year with major financial issues initially but significant work had brought finances back under control. Interim CEO Jet and Treasurer Steve Wilford were acknowledged for managing the organisation through challenging transitions, including the loss of long-term finance director Andy Booth and former CEO Alistair Dickson. The future focus is on recruitment of a Chair of the Board, Safeguarding board member and CEO. **Performance Recognition** Mike celebrated achievements in various disciplines: • **Sadie Sterry** – Prem C1 win • **Matt Stevenson** – C1 freestyle world champion • **Gwion Williams** – ECA Junior Kayak silver

5	**To agree the minutes of the 2004 Annual General Meeting held on 12 November 2024 and any matters arising.** There were no amendments and, following a poll vote, the minutes of the 2024 AGM were approved as a true and accurate record of the meeting by 77%. There were no matters arising.
6	**To vote on the nomination for the five vacant elected positions on the Paddle Cymru Board** JM shared on screen the bios for the eight candidates, which had been previously circulated. Proxy votes had been received prior to the meeting, and these would be added to the totals following the vote. The poll was launched for the first elected Director Sue Couling was duly elected The poll was launched for the second elected Director Ant Morgan was duly elected The poll was launched for the third elected Director Rhys Green was duly elected The poll was launched for the fourth elected Director Lisette Nixon was duly elected The poll was launched for the fifth elected Director Emily King was duly elected
7.1	**CEO's Report by Jet Moore, Interim CEO** Jet began by outlining some key points and challenges the organisation faced in 2025: • Start of year predicted £113k deficit and diminishing reserve • Through restructuring and operational changes, Paddle Cymru expects to finish with a small surplus • Sport Wales continues to support; next years' funding application is underway • Worked closely with Sport Wales to ensure governance is fully compliant • Necessary staff reductions due to finances. The reduced staff team remains highly committed to delivering for members • Membership remains steady at approximately 4,430, with ambitions to grow to 5,000 members by the end of 2026, focusing on engagement and renewal quality

- The number of affiliated clubs stands at around 40, down from a peak of 50, with efforts underway to increase this again through targeted support and outreach
- Gender balance across paddling disciplines is near parity, with particular success in female representation on slalom teams

Jet thanked volunteers across the organisation including clubs, subcommittees and board members for their dedication.

He also thanked Russell Scaplehorn and Richard Lee for their work at the NWWC and in stabilising finances.

He went on to thank the National Lottery and Sport Wales for their continued financial support, and in particular Deb Mahon, Paddle Cymru's Relationship Manager from Sport Wales.

Key areas of work and developments from the year:

Development, Safeguarding & EDI

- Led by Lydia Wilford, increased 1:1 support has been given to clubs to help them to meet the requirements of the Standards for Deployment and in making grant applications
- The She Paddles initiative remains successful in attracting and retaining paddlers

Coaching, Leadership & Safety

- Andy Turton's team has strengthened the delivery centre which had previously been at risk
- Delivered orientations for an intake of new Providers
- Major work on standards and safety

Access & Advocacy

- Access and environmental stewardship are priorities, led by Phil Stone, who has advanced advocacy efforts including direct engagement with Welsh Parliament
- Distribution of invasive species prevention kits and check, clean, dry awareness raising

Membership & Communications

- Bonnie Ireland led the rebrand from Canoe Wales to Paddle Cymru

- Promotion of bilingual content across digital platforms

	• Focus on content creation, increased engagement and improved member comms. **Talent & Performance** • Launch of Performance Programme for sprint racing • Development of strength and conditioning programmes to enhance performance • Key athletes - Gwion Williams (silver medallist at Junior European Championships) selected for Team GB squad, Sadie Sterry (first ever Welsh female premier C1 race winner) qualified for team GB, and Matt Stevenson (C1 freestyle world champion) highlight high-performance success • Freestyle paddling remains a strong area linked closely with GB teams with notable achievements by Ben Higson and Math Cradock, but lacks dedicated Welsh funding; the board acknowledges ongoing work to enhance this • Canoe polo and surf disciplines have shown competitive success with athletes traveling internationally **Priorities for Next Year** • Secure Sport Wales funding • Secure the future of NWWC and continue strengthening CWSS partnership • Support to clubs and volunteers • Strengthen governance • Relaunch club roadshows • Grow membership to 5,000+ • Support emerging SUP performance pathways
7.2	**CWSS Report by Evie Shrimpton, Chair of CWSS Board** Evie presented a video illustrating some of the highlights and challenges for the centre over the year: • The NWWC facility remains a vital asset, contributing financially and operationally to Paddle Cymru's mission • The centre faced early 2025 challenges but rallied to produce a successful season with increased paddler numbers and course bookings • Accessibility improvements include concessionary rates for people with disabilities and low incomes, broadening community engagement • Staff have optimised operational efficiency by maximising raft occupancy, balancing user experience with financial sustainability • CWSS aims to build on recent progress by improving offerings and operational practices in the coming season, including recruiting two seasonal staff to support growth

	• The board and staff highlighted the centre's role as a premier whitewater site in the UK, critical for both sport development and commercial viability Evie thanked Duncan Eades who had stepped down after 20+ years' service and also thanked the wider Tryweryn community for their continued support. Mike thanked Evie for her leadership as she prepares to step down as Chair.
8	**Finance Report by Steve Wilford, Treasurer** **2024–2025 Overview** • The organisation recorded a £16,000 deficit in 2025, improved from a £42,000 deficit in 2024, supported by an increase in CWSS contributions from £19,000 to £56,000 • Income fell by £107,000, matched by a £97,000 reduction in expenditure, reflecting a proportional scaling down of operations without drastic cutbacks • Sport Wales funding remains the largest income source, accounting for about two-thirds of total revenue, despite a slight reduction in cash funding • The balance sheet showed a net asset position of just under £89,000, down from £104,000, placing reserves at the minimum acceptable level as per policy • Early indications for the current financial year are positive, with income tracking ahead of budget and costs running below projections, aiming for a small surplus to rebuild reserves Jet and Mike thanked Steve for his report.
AGM ENDS – TRANSITION INTO ANNUAL MEETING	
9	**Presentation – *My Kayaking Journey and the Role of Paddle Cymru* by Huw Butterworth** Huw shared his personal journey from slalom paddler to international whitewater kayaker. He highlighted the role Paddle Cymru played in skill development, opportunities, and key values: accountability, discipline, honesty, resilience. He reflected on worldwide paddling adventures and recovering from recent injury, and expressed gratitude to coaches, sponsors, and Paddle Cymru. Jet thanked Huw for his motivational presentation and thanked all present for their attendance.