



DIRECTORS REPORTS FOR 2024

CHIEF EXECUTIVE:

In this report, I would like to look back both on the year that has been and look forward to the future of the GBDF.

Overall, 2024 has been a bit of a mixed year for the GBDF.

On the upside, we have made great strides forward in getting the GBDF ready for the future, with the introduction of an EDI policy, the release of regular newsletters, and of course our amazing new logo (see above). Not to mention a more active and relevant presence on various social media. Additionally, we are well advanced in the process of moving our organisational structure from a Federation to a Community Interest Company (CIC). We hope to complete this process around April 2025. The main benefit of becoming a CIC is that it will allow the GBDF to reduce our insurance fees, so that we can better maintain our bank balance without having to increase our membership fees too much. Moreover, the use of the electronic dive recording system and live scoreboards has now become fully embedded and standard practice in the GBDF. This in turn has allowed us to expand the pool of volunteers who support during events with tasks like admin, announcing and recording. Plus our events seem to be gaining in popularity, with the most recent Winter Masters being over subscribed.

On the downside, we have not been able to fill all the positions on the Board this year. And moreover some of the existing Directors are planning to resign, which means there are a lot of empty positions that must be filled if the GBDF is to continue its operations, or even expand them as the Board is hoping to do (for instanced by organising dive camps in addition to the two competitions we run annually at the moment). And while we now seem to have sufficient (and very enthusiastic) volunteers to run our events 'on the day', we are short of volunteers who are able to help out between events in areas like insurance, modernizing the website, fundraising, welfare and safeguarding, etc. And while our own GBDF events are always well-attended, one trend that has been noticed is the reduction of GBDF members taking part in international competitions like the World or European Championships. That being said: we always have some of our members present to represent Great Britain and often bring home medals. So congratulations to all divers who took part in these and other international events like the Croatian Masters Diving Festival and PSV Masters Diving Cup in the Netherlands, etc.

All in all, despite the few causes for concern mentioned above, it is amazing what the GBDF has managed to achieve in 2024, especially considering the small number of Directors who were the driving force behind everything. This gives me great hope for the future, as it

seems that as long as we have sufficient members willing to step up there is nothing that a willing and dedicated Board can't achieve.

And finally, I want to say a massive thank you to all our members, whether they are divers, coaches, judges, volunteers or fellow Directors on the Board, for their commitment to diving and their support for the GBDF.

The GBDF really is a community of divers for divers, which explains the excellent atmosphere and success of our events.

Thank you!

Neeltje Stuurman
CEO, Great Britain Diving Federation

COMMUNICATIONS DIRECTOR:

Director's Introduction and Welcome to Jo Skinner

Dear GBDF members and diving friends,

As we approach the end of what is my first full year as a Director on the GBDF Board I'd like to thank my colleagues for all the hard work that gone into creating last year's amazing Spring and Winter Masters Championships. I was sad not to have been able to attend Winter Masters in Southend – this was due to a clash with London Legacy – but I have been really encouraged by all the positive feedback and engagement.

From a Communications perspective, the biggest highlight of the last year has also been one of the most recent, which is the welcoming of Jo Skinner to the Comms team! You will already have seen and interacted with some of the fun and vibrant content that Jo has been sharing on the GBDF socials. Some of the content has even been shared by Swim England Diving which will boost our visibility and hopefully pull in new members! I'm delighted to announce that Jo will be standing for election at the AGM as the next Communications Director and I trust that she will do an outstanding job. Jo's impact on the social media presence of GBDF has already been nothing short of transformational, so I am very excited to see what the future holds!

While I intend to hand over the Communications role to Jo at the AGM, I hope to remain on the Board as a Director without Portfolio.

Below are some of the condensed highlights from the Comms world in financial year 24/25.

The GBDF gets a new look

Did you know that the GBDF has used the same logo since its foundation in 1992? The Board agreed that while the old logo held a great deal of sentimental value, a refresh would be timely and help modernise the look of the organisation. One of Jo's first impacts was to create a fresh new logo for the GBDF which will now feature on all GBDF comms, the website, and official documents such as Board minutes and event conditions. This has also been accompanied by a new set of Brand Guidelines, which will standardise the look and feel of all GBDF documents and engender brand synergy.



Newsletter

In June 2024 we launched the GBDF Newsletter, which allows you – our members - to engage with all the latest goings-on, get news about upcoming events, and learn more about our Board members and how you can get involved in the running of the GBDF. You can find all previous GBDF newsletters here: <https://www.divinggbdf.com/index.php/gbdf-information/newsletters>

The next edition is due in March 2025.

If you have an idea for a piece for the newsletter, such as an inspiring personal diving story, or a club Masters competition to promote, please do get in touch! We'd love to receive fresh content for the newsletter.

EDI Policy

The activities of the GBDF are not necessarily regulated by the Equality Act (2010) and the Public Sector Equality Duty, but as a Board we believe our diving competitions should be fun, safe, fair and inclusive for all. This Equality, Diversity and Inclusion (EDI) policy, recently agreed by the Board, was designed to reinforce two key principles: that discrimination and hate crime have no place in the GBDF or at GBDF events, and that reasonable adjustments will be considered to support competing athletes with impairments or disabilities.

For more details about this policy, please visit: <https://www.divinggbdf.com/index.php/gbdf-information/equality-diversity-and-inclusion>

It leaves me to say that it has been a pleasure being the GBDF Communications Director over the last year, and I am really excited for Jo, if elected, to take on the role and carry on the amazing work she has already undertaken.

While I will not be attending this year's Spring Masters, owing to judging commitments at the British Elite Junior Championships, I hope to see you all in Sandwell in November!

Report dated 21st February 2025

Signed: Joel Trenchard (Communications Director)

ADMINISTRATIVE DIRECTOR:

2024 was the first year of using an electronic membership form to collect members' information. It took a little effort to get everyone to complete the form, but we got there in the end. By completing a membership form annually, we keep up to date with any changes in email addresses, contact numbers and home addresses. There were a few changes to details for existing members.

By the end of 2024 we had 100 members. These members were all 16 years of age and older. There had been a few under 16 members enrolled at the beginning of 2024, but these were refunded as we have not been in a position to hold junior/novice (under 16) events. We lost eight members as a result of this process.

Out of the 100 members, 95 were full year members (joined before 1 July, 16+) and five joined 1 July onwards (half year members, 16+).

So far, at 21 February, 64 have completed the membership form, with 43 making membership payment. Where clubs make payment on behalf of their members, these are traditionally received once collected from their members, normally around February (currently waiting for payments from Dive London and Plymouth Diving Academy).

Memberships generally increase by the time Spring Masters entry date has expired (as members join at the same time as entering the competition) and again by Winter Masters (for those who are either new, or decide only to pay for half year membership because they are only entering Winter Masters). Our figures are also boosted by one-off memberships where people join only because it is a requirement of the competition that they are covered by our insurance.

Below is a breakdown of previous years membership, along with this year's paid memberships at 21 February 2025:

Year	Members
2025	43 (at 21.02.25)
2024	100 (16+)
2023	109 (97 16+, 11 under 16, 1 age unknown)
2022	127 (105 16+, 22 under 16) (figures slightly different from Finance Director's report due to final end of year figure being slightly more as result of late payment, etc)
2021	113 (92 16+, 21 under 16)

Would like to thank everyone for taking onboard the changes made in collecting information via electronic membership form, as well as electronic forms for competition entries and medical forms. As mentioned last year, this lets us collect information quickly and easily, but it also helps to keep costs down by not having to post out paper forms; or print off returns. Our next challenge is to encourage everyone to renew their memberships each year because they want to belong to the GBDF family, rather than because they need to be a member to take part in a competition.

Janette Wood
Administrative Director
GBDF

MASTERS DIRECTOR:

Plymouth - Spring Masters 12-14 April 2024

A few months into the role as Masters Director saw me oversee the previously arranged Plymouth event. Attended by 67 divers with a good number of our European friends in attendance saw a super weekend of diving. Our hosts made us most welcome together with a number of new divers from the Plymouth club making their first appearance at this event made it rather special. I look forward to using this venue again!

Southend - Winter Masters 15 -17 November 2024

Once again Southend played host to one our events. A different format was tried out here with generally favourable comments. In attendance 88 divers, again a great weekend and managed to get all events in with a little time to spare, just like it said on the spreadsheet ! My thanks to Jenni for arranging the venue on our behalf once again.

Open Croatian Masters Championship 23- 27 July 2024

The year would not be complete without mentioning this superb event which so many GBDF divers attended, including me, at last! A super week with so many familiar faces from Europe and beyond attending and endless sunshine. Thanks to Jim once again.

Please contact me should you have any ideas / views for future competitions.

I would like to thank all my fellow directors and all our volunteers who's work on the day and in the background making sure these events happen.

I look forward to meeting you all in Edinburgh in April and at our Winter event in Birmingham - a superb new venue for us - dates to be announced shortly.

Kind regards

Paul Rhodes
Masters Director

FINANCE DIRECTOR:

GDBF Financial Report for Financial Year 2024– C.Moore

BANK BALANCES

1. Main Account

The balance at the end of 2024 stood at £11,860.36, compared to figures for previous years as in the table below. ***Full statements have been reviewed by the accountants by way of independent review.***

Year	Balance
2023	£13,074.73
2022	£13,375.35
2021	£13,306.31
2020	£15,497.61
<i>NB this higher figure reflected some retained masters entry fees held over owing to postponed Spring Masters</i>	
2019	£14,277.14
<i>NB an increase of £1471.36 on previous year owing to profits from both Masters and Novice and Intermediates</i>	

Payments have been made for Insurances, Swim England affiliation as well as additional fees this year for solicitors advice on change of status to CIC which I believe largely accounts for the reduction in the balance since end 2023.

2. Badge Scheme balance

The balance remains the same as the opening balance i.e. £3,182.99, with no transactions throughout this financial year.

MEMBERSHIP

The membership numbers for the last 3 years are as follows. Membership has reduced in 2024. Therefore, have been some reimbursements for under 16 memberships.

Year	Numbers	16 plus	Under 16
2020	120	104	21
2021	113	91	22
2022	120	89	31

Moving forwards, numbers need to be continue to be monitored. We also need to identify more groups, so for 2023 (for insurance purposes):

Year	Total No	18 plus	16-17	Under 16
2023	108	90	7	11
2024	100	99 (5 dob unknown)	1	none

See Appendix C for membership payments received £2414.50 in total.

EVENTS

Two events were held in 2024, Spring and Winter Masters.

1. Masters Events

a) Spring Masters (Plymouth)

This event was in loss by £1354.19, with pool hire of £3300 and entries value £2414, only £158.81 of hotel, travel and expenses to meet but high medal costs of £416.31 (included synchro events).

See Appendix A for figures.

b) Winter Masters (Southend)

This event was in profit by £1857.42, with pool hire at £950, greater value for entries of £3713, late entry fees £40, additional income via programmes (£36), shammies (£90). There was £401.79 of accommodation, travel and expenses to meet. Expenses Shammies £34.29, with medals high cost at £635.50.

See Appendix B for figures.

ANNUAL COSTS

Membership fees received for the year 2024 i.e. paid end December 2023 and throughout 2024, totalled £2,414.50 including non-member fees. Annual costs for insurances, Swim England, additional legal advice etc were £3967.99, so a deficit of £1553.49 (2023 was £758.29 and 2022 at £981.82). We have reduced the deficit in 2024 by not renewing Swim Alliance annual fee and increasing membership fees. However we have increased it because of unusual solicitors fees associated with an intended change in legal status.

Annual costs will be reduced once we achieve CIC status as we can drop Directors & Officers cover and we have intended to drop accident cover for a while as it offers little to no value and some members have double cover through Swim England or other.

See Appendix C and D

FINANCIAL MANAGEMENT

This report is subject to Independent Review by accountants for recording and any regulatory purposes. However, this does incur an annual fee in the region of £300.

NOW AND THE FUTURE

In 2024, we are £503.23 in profit on events (in loss past years: £25.76 last year and £115.60 2022), though to maintain this we need to increase sales at Winter Masters, membership fees (including non member fees) are not covering annual costs. However, fees have already been increased for 2024 so we will monitor this and see if there need to be further increased charges for long-term sustainability for the Federation.

The deficit on membership fees and annual costs (over £1500) is largely owing to the solicitors fees of £1265. However, it is clear GBDF will greatly benefit from the move to CIC status and being able to drop insurance covers (accident and D&O total cost £392 and £569.23 totalling £961.23). if we can move to CIC status in effect for 1.4.25 then we can claim back some of these costs of 2024.

Factors to consider:

1. Rising costs:
 - a) The on-going increase of running costs, which need to be reflected against inflation, e.g. pool, general expenses, event-related expenses. Southend, the cheapest option by far is increasing again for 2025 (we are paying large pool hire x 2 and not using Southend. **This needs to be heavily borne in mind this year. We may sustain a heavy loss overall on events!**
 - b) GBDF may wish to make purchases in future such as electronic J-pads.
 - c) Annual insurance costs steadily rise.

Report dated February 2025

Caroline Moore
Finance Director
GBDF

Email: caroline@medical-solicitors.com

APPENDIX A

Spring Masters Plymouth 12-4-2024					
Income	£	Expenditure	£	Expenditure	
Entries	2414.00	Pool	3300.00	Hotel (headrecorder)	117.52
		Sum-up Charges	5.07	Printing costs	20
		Medals	416.31	Travel/subsistence (headrecorde	21.29
Late	0.00	Expenditure	158.81		
Programs	18.00				
Grand National (64-35)	29.00				158.81
Guess Diver	65.00				
	2526.00		3880.19	Medals and Event Numbers	
		Profit/Loss	-1354.19	Masters x 91	x 4.56 414.96
				Novice x 24	x 1.35 32.4

NB we actually should have made more on programs but not everyone paid their payment links for the comps above so we will use the car

APPENDIX B

Winter Masters Southend 2024						
Income	£	Expenditure	£	Miscellaneous Expenses		
Entries	3713.00	Pool	950.00	Printing of programs	39.95	
Late fees	40.00	Medals	635.50	Hotel (Harry and Rich)	201.8	
Programmes	36.00	Expenditure	401.79	Travel & subsistence	160.04	
Bonus ball	0.00			Sum-up fees		
Shammies <small>6 small and 3 x la</small>	90.00				401.79	
<i>£3.81 per shammie cost</i>		Shammies	34.29			
<i>£30 transfer rest sum-up</i>	3879.00		2021.58	Medals		
		Profit/Loss	1857.42	Masters	129 x 4.56	588.3
				Novice	35 x 1.35	47.25
						635.5

APPENDIX C

Date		
Dec-23	321	
Jan-24	379	
Feb	147	
Mar	618	
Apr	360	
May	0	
June	36	
Jul	31.5	
Aug	46.5	
Sep	133.5	
Oct	241.5	
Nov	172.5	
Dec refunds	-4.5	
Jan/feb 25 refunds	-67.5	
Total	2414.5	
Nb above figures include non-member fees		

APPENDIX D

Miscellaneous	Swim England	Membership	350.00
	PA Insurance	PLON99/0093752	392
	Liability Insurance	PLON99/0076866	1079.76
	D& O insurance	PLON99/0076867	569.23
	Indepenant accs review		312.00
	Solicitors fees		1265
		Total	3967.99