Dear LDWA member,

We would like you to be aware of our feelings over the removal of Sara Dyer as 100s Coordinator from the LDWA’s National Executive Committee – a decision communicated to LDWA members in an email from General Secretary Bill Milbourne on March 14.
Sara has worked closely and productively with Graham and Rikky on this year’s Speyside 100, and with Katie on the 2025 Norfolk and Suffolk 100. Sara has been professional and tenacious in helping the Speyside 100 to overcome various difficulties, which have been outlined in Strider, and the event would not be where it is now – just a matter of weeks away – without Sara’s huge input. Members of the organising groups of both these LDWA Hundreds have enjoyed excellent working relationships with Sara.
The email to members of March 14 stated the process of removing Sara from the NEC was ‘guided by Article 22(d)(i) of our Articles of Association’. We feel that this is an inappropriate and unfair way to deal with a matter like this, as our understanding is that Section 22 of the Articles basically exists to remove someone from the NEC who is sent to jail, banned from holding directorships, or blatantly breaks the Association guidelines on matters such as discrimination etc. It is not there to resolve internal disputes on the NEC, which is what we feel Sara’s removal amounts to. And we strongly feel that any suggestion that Sara may have acted against the objectives of the LDWA is complete nonsense, given what she has done to help various LDWA Hundreds – our flagship events – since being appointed national 100s Coordinator.

Furthermore, we understand that Section 22 does not allow an appeal, which is blatantly unfair, contrary to natural justice and would not be permitted in a normal workplace.
This whole unpleasant affair has been most upsetting for Sara, and we feel she is owed a public apology after the email on March 14. It has also had an effect on the Speyside 100, with Rikky feeling her position had become untenable and, therefore, reluctantly handing in her resignation.
We do not know if you are aware, but there was overwhelming criticism at the national AGM, held on March 17, for the way the NEC had handled this matter. We did ask if the NEC could review the decision, perhaps using an outside mediator, and reappointing Sara while that happened, but it appears this has been turned down.
We just hope that, as a result of this wretched business, the NEC adopts a procedure aimed at preventing something like this happening again and which would stop anyone else going through what Sara has had to go through.

**Graham Smith,
Chair, North of Scotland LDWA and Speyside 100 organising group member**

**Rikky Beck,
Former Treasurer, Speyside 100 and former treasurer, North of Scotland LDWA**

**Katie Hunt,
Chair, Norfolk and Suffolk 100**