

The Camanachd Association (CA)
Meeting of the Board of Directors
Wednesday 28th March 2018
6.00pm, Fort William

Directors Present:

Keith Loades	KL	President
Willie MacDonald	WM	Director (Youth)
Angus MacVicar	AM	Director (Officials)
Lyndsey Bradley	LB	Director (WCA)
John Finlayson	JF	Director (Communications and Facilities)
Daniel Palombo	DP	Director (Finance)

Staff Present

Derek Keir	DK	Chief Executive Officer
Graham Cormack	GC	National Development Manager

Apologies:

Jock Turner	JT	Chieftain
Wendy Chamberlain	WC	Director (Club Development and Child Protection)
Colin Cameron	CC	Director (Coaching)
Steven MacKenzie	SM	Director (Competitions)

The board would like to formally note their condolences to the families of John Fraser – Ex Kinlochshiel and Chieftain at Strathglass

Minutes – Proposed 1st WM 2nd AM

Matters arising (Previous Minute)

- Conflict of Interests (no conflicts were noted)
- 1.4 – **LB** will send minutes in advance of future Board meetings and follow up for minute from July meeting with CA and WCA
- 3.2.2 – International will be Ireland in the first two weeks in November
- 3.3.1 – **LB** to invite Lisa McAll to board meetings
- 3.4.1.1 - GC has confirmed to Drew McNeil position on helmets
- 7.1.1 – **WMcD** Douglas Macintosh trophy will be presented to player of the match in London Shield Final. Ronald Ross to share photo of proposed medal

Club Development – Graham Cormack

2.1 Report on recruitment and training of referees (GC)

- All clubs should have a youth referee in place
- 49 full foundation referees since 2007
- Minimum of one foundation referee (ten games minimum) and one goal judge to achieve bronze.
- Silver – One senior and one youth referee (ten game min)
- Training Groups - Mentored – male, female and university officials to progress through school and youth events.
- Taster – Advert placed on website and social media
- Biggest drawback is attitudes of players in clubs – we wont deal with this completely until we engage clubs (GC)
- Vast majority of youth officials are too young to currently officiate adult fixtures.

2.1.1 Would welcome more marketing to enhance the challenge we face around officials **(GC)**

2.2 Growth 2018

- Identifying with each club what the overall target should be
- GC suggested growth has been focused on primary age players and female players
- Transition is the focus moving forward from secondary schools to clubs
- Offering training and support for the teachers will be highly sought after
- Demonstrate what elements of the curriculum you are hitting. (Advise from **LB**)
- Next meeting is in May for Highland Schools – Highland CPD calendar for teachers

2.2.1 **LB** suggested that **GC** requests a slot at the next headteachers conference for A&B and Highland to reach close to 100 Headteachers at one time **(DK)**

2.3 CA Membership

- Free non-club primary playing membership was approved to gauge participation in primary schools
- Free Club Committee Members was deferred due to the challenge this would present on current committee members that are registered

2.4 Shinty Memories

- Paul Macarthur – to share this with John Mackenzie

2.5 Equality

- All in attendance were inducted with equality training
- WC, SM, CC to liaise directly with GC to arrange alternative time for induction

2.5.1 GC to send the video link for equality to Board **(DK)**

2.2 Impact and Intervention Paper

- **DK** presented new impact and intervention paper to replace previous development report.
- **AM** the new paper is much improved and connected to the strategy
- Understanding of what impact is

2.2.1 LB suggested the addition of an impact column to be concise over the change being made **(DK)**

3.1 Finance Update Paper

- Finance report provides known actual figures to date
- Originally budgeted that there would have been a deficit of – ██████ but forecast has improved to ██████ thanks to confirmed sportscotland investment
- Inverness Common Good forecast may have to reduce due to reduced number of events in Inverness.
- Finance committee to consider inflationary pay and pension contribution at the next meeting

3.1.1 2017 Finance figures need to be sent to the accountant including stock figure by mid-April **(DK)**

3.1.2 Debtors list needs to be firmed up for accountants **(DP)**

3.1.3 DP to confirm sage next steps on software **(DP)**

4.1 WCA

- Cup draws were done in Marine Harvest last Friday
- Fixtures are progressing well
- Draw for the semi-finals on stage at the mountain bike world cup
- Valerie Fraser Cup final will take place at the Dell, Kingussie
- Semi Finals will be at neutral venues
- 26th May Girls Primary First Shinty –
- CA are running a girls only refereeing course preceding this event
- Camogie – 7th – 14th April
- International will be in Scotland on Saturday 22nd October (Including U18 and U14 north south)
- 70 girls and women attended the open training trials at the last two open sessions

4.1.1 Actions - REPS committee and WCA Committee to arrange an event (Night before the MH awards will take place) **(SM & LB)**

4.1.2 The Link to fixtures live is broken on Women's website and there is a challenge accessing the ladies website on mobile. It requires scrolling before you see its women's page **(DK)**

5.1 Officials Update Paper

- Donald Skinner has retired from Behaviour in Sport – Commemorative award suggested to be presented at the TH Camanachd Cup final
- Board approve John Mackenzie as chair of the Behaviour in Sport Group
- **AM** term on the board concludes in November – Board requested to appoint a successor in July

5.1.1 **AM** to coordinate Short Term Working Group to collate proposals on disciplinary sanctions for 2018 AGM **(AM)**

5.1.2 AC to confirm process of recruitment - LB to inquire if WCA have anyone that could support. **(LB)**

6.1 Operational Plan – Portfolio Roles and Responsibilities

- Portfolio groups are chaired by Directors responsible to provide independent support and scrutiny to ensure CA are working to progress the Strategic and operational priorities. The role is to support, review and generate informed updates and proposals on relevant areas of business for board to consider and provide direction through DK to staff team.

6.2 Communications Portfolio Group (JF)

- Communication exists at different levels but there is scope to improve this.
- We are clear about what our communication strategy is but the portfolio group role is to refine our communications to deliver an even clearer message on our business
- Why do we need to have good communication – grow the sport, to ensure people working understand their respective roles
- JF has discussed the communications portfolio group with a number of people and has sent invites out awaiting responses
- The key question is how can we make life easier for people to understand what shinty is available and what we are here to do

6.1.1 Directors of new portfolio groups to identify, confirm and if possible meet people on their committee by May Board. **(CC, WC, JF)**

AOCB

- Letter of thanks to Linda Campbell – National First Shinty
- CRA – DS has requested the CRA version of the minute