

Camanachd Association Board Meeting

Wednesday 8th April 2020

Time: 6pm

Teams Conference Call

Attending

- Keith Loades (KL)
- Steven MacKenzie (SM)
- John Finlayson (JF)
- Burton Morrison (BM)
- Ross Brown (RB)
- Roddy McCuish (RM)
- Willie MacDonald (WM)
- Lyndsey Bradley (LB)
- John MacKenzie (JM) Chieftain
- Richard Gall (RG) Vice Chief
- Sarah Birrell (SB) sportscotland
- Derek Keir (DK) CEO

1. Welcome

- a. No apologies – Full attendance
- b. Conflicts of Interest
 - i. No conflicts detailed
 - ii. AOCB - Shinty Memories – John MacKenzie
- c. Bereavements – The Board noted their deepest sympathies
 - I. Alastair Milne, Beaulieu
 - II. Davie Simpson, Strathglass and Aberdeen University
 - III. Dougie Cameron, Taynuilt
 - IV. Catherine Cameron, Glengarry
 - V. Bobby Neild, Kingussie
 - VI. Ann Cowan, Glenorchy

2. Minutes of last meetings (Actions carried forward)

- a. SM – Competitions committee have incorporated weather check into Flow Chart for clubs.
- b. DK – Action carried to present decanters to Wendy Chamberlain and Alex McNaughton
- c. All board reminded to review AGM minutes and report back if any errors or omissions in the next week
- d. JF and DK meeting with Highland Council to explore Highland Council support. This will not take place until after 5th March
- e. Paperwork for referees to be refined and ready for season starting back (LB advised there are still a few referees that were keen to have paper copies)
- f. BM met with Graham Cormack and was very encouraged by the operational plan and the delivery taking place from the Development Team. BM appreciated the

opportunity to catch up and advised there is a good mix of operational objectives that are achievable but also some that are aspirational and we might not get done but it provides direction to the team

- g. Youth – DK to check that Astie Cameron added '3.5.2 A team failing to attend a fixture on three occasions will be fined £100' for the youth game
- h. Co Opted Director – JF and LB had discussed if Kirsty Deans may be interested with an education background and skillset. RB advised this would enhance our work [REDACTED] DK to check if Kirsty Deans would have capacity to attend board.
- i. Minutes were proposed by WM and seconded by RB

3. COVID 19 - Job Retention Scheme and Update

- a. DK provided update on CA response to COVID 19. Updates have also been circulated to member clubs and associations.
- b. Following a number of discussions with the finance committee and sportscotland expert resource at Harper Macleod it was confirmed by board on 31st March that 3 non-government funded staff members were to be furloughed
- c. SB to [REDACTED]

4. Finance

KL

2020 Forecast

- a. KL provided an overview of CA Cashflow for 2020 and advised that the Camanachd Association have [REDACTED] cashflow to cover the remainder of the year in spite of the COVID lockdown. The CA Staff have worked hard to access payment holiday where possible. To mitigate against major challenges moving forward we have furloughed three staff, applied for the government grant for small businesses.
- b. RM advised if the CA can generate a Recovery Plan they could submit to Common Good Funders for support.
[REDACTED]
- d. Membership – RM and KL to prepare a letter for clubs with DK advising on Membership Payments and advising on financial circumstances. JF advised the future of our sport that our members are part of may be protected by membership contribution. LB advised that student payments if not already committed may be a challenge for clubs to recruit. SM suggested 50% of membership fee in the interim period would recognise the current situation and also support systems to be in place when things start back up. There was no objection to this suggestion.

5. Competitions

SM

- a. SM and RB confirmed that this years Senior Mens International and Mens u21 has been postponed to ensure club fixtures are prioritised for all members.
- b. SM advised that preparing a calendar of fixtures without clarity on a start date is challenging but that the preparation will prepare us for that time when it arrives. When there is clarity on a when sport may return further discussion will be required to finalise plans.
- c. SM advised it is important to understand how many weeks are available before a structure can be planned however it is a priority to deliver as many competitions as will be possible in the time available and maximising that time for all clubs will be central to the decisions made.

- d. All Directors requested to direct any ideas for competitions to SM

6. Equality Action Plan

RB

- a. RB met with Graham Cormack and Chris Gibbons to discuss Equality Monitoring and bringing the CA up to intermediate level for the Equality Standard
- b. Panel Presentation is due in December 2020
- c. Action Plan is up to date with no outstanding actions
- d. Over the next 18 months there are some opportunities we can work towards including enhancing gender and age demographic balance across committees and boards.

7. AOCB

- a. DK - Inverness Shinty Club were originally invited to the board meeting to present plans for the Bught Park until the COVID lockdown. This item is on hold at present. ISC to be invited to an appropriate future board meeting.
- b. DK – Womens Camanachd Association were also invited to this board meeting until COVID lockdown. Everyone in WCA and CA are working extremely hard to do their best for shinty [REDACTED] LB advised that Lisa MacCall was very positive about direct link with KL during recent conversations.
- c. Referees in Shinty – Following the independent consultation carried out it is incumbent on the CA to meet the needs of referees as detailed in the paper. As such the CA are to meet with [REDACTED] of the next steps the CA are taking to provide training, recruitment and coordination of all referees [REDACTED]. The Camanachd Referees Association are also invited to this meeting.
- d. JM – The Camanachd Association are the governing body of our sport – All other associations must recognise that they have a platform to inform the direction the CA take by using their opportunity to vote and make proposals at the AGM or by liaising with the staff and board using the channels available to them in an appropriate manner. The CA are a member led organisation. The challenges that exist tend to be with individuals rather than across the game but they have existed for a number of years so it is important that challenges are not taken personally and we work to compliment the great efforts that are going into developing our game.
- e. Shinty Memories – JM requested a permanent location for Shinty memories on the Camanachd Association homepage. JM advised the support from the Life changing trusts into our game [REDACTED] and having a positive impact of our communities. - DK to advise on website
- f. JM extended his thanks during difficult times to the whole board and staff
- g. KL – Thanked the board and staff for all their work and sportscotland for their continued support.
- h. SB – Sportscotland – [REDACTED]. HR and Legal resources are being updated to support SGBs and there will also be a club support available shortly.