

**Camanachd Association Board Meeting**  
**Wednesday 28<sup>th</sup> July 2021**  
**Time: 6pm - Conference Call - Teams**

**Minute of Meeting**

**1. Welcome**

President welcomed all to the meeting.

<b>Attending</b>	<b>Apologies</b>	<b>Conflict of Interests Declared</b>
1. Steven MacKenzie (SM) President		Beaully and Aberdeen University
2. Daniel Palombo (DP) (Treasurer)	Apologies	Inverness Shinty Club
3. John Finlayson (JF) (Communications & Facilities - North)		Skye Camanachd Club
4. Burton Morrison (BM) (Competitions)		GMA
5. Ross Brown (RB) (Equality)		Lochcarron
6. Willie MacDonald (WM) (Youth)	Apologies	Fort William
7. Lyndsey Bradley (LB) (Officials)	Apologies	Ardnamurchan and WCA
8. Roddy McCuish (RM) (Communications & Facilities South)	Apologies	Macaulay Association
9. Kirsty Deans (KD) (Volunteering & Safeguarding)		Badenoch Ladies
10. John MacKenzie (JM) (Chieftain)	Apologies	Newtonmore CC and Shinty Memories
11. Richard Gall (RG) (Vice Chief)		Fort William
12. Sarah Birrell (SB) sportscotland	Apologies	NA
13. Derek Keir (DK) CEO		NA
14. Lisa McColl (LM) WCA		WCA, Aberdour
15. Margaret Mary Murray MG ALBA		
16. Tony Nellany BBC		
17. Neil Shearer Napier University		

**2. Matters Arising**

- a. Minutes of last meeting were proposed by BM and seconded by RB as an accurate record of the meeting.
- b. No new conflicts of interest were noted

- c. Bereavements - The board wish to note their condolences on the bereavement of Derek Young (Kingussie), Rab Muir (Kingussie)
- d. Matters Arising

#### Previous minutes

- i. Astie Cameron (lead for A&B) to arrange date for catch up w/c 31<sup>st</sup> May with [REDACTED] in A&B (Supported by RM)
- ii. Honorary Blue criteria for UHI has been proposed (RB and KD picking up early September when Universities are back in.
- iii. DP to provide Aarron Macleod with a personal history portfolio for website. Carried forward from previous minute.
- iv. Safeguarding – Four Child Wellbeing and Protection in Sport courses have been planned to support clubs in returning to shinty. The third course is planned for Sunday 6<sup>th</sup> June.
- v. Board Papers – SM thanked all for reports. Portfolio group reports to be sent to DK a minimum of two weeks before board.
- vi. Davie MacMaster dropping Shinty Memories Lanyards to Astie to distribute to officials for photo and press Aarron Macleod to follow up with web article to profile.
- vii. LB advised that per board recommendation Officiating committee considered Sin Bins to manage on field behaviour instantly with a trial in Youth Games – Committee considered this to be a bit too much too soon this year with all that has taken place with COVID. LB to pick up when things calm down.
- viii. DK and SM to pick up AGM arrangements and explore off season equality workshop for board. Chris Gibbons – Equality Network will be approached to identify a date.
- ix. SM and DK to pick up on away day opportunities for staff and board off season.
- x. Competitions Committee considered informal query from John Robertson about pulling THCC final forward toward summer however consensus was that the September date is still the most achievable date for the final
- xi. Proposal for Schools of shinty being prepared for Nicky Grant JF and KD
- xii. Development has started for a support pack for teaching staff in Schools of shinty KD.
- xiii. Katie Drain to share calendar of opportunities up to May 2022 with board on or before the next board meeting
- xiv. Roddy McCuish to set up sub group to meet to discuss Heritage and Shinty Trail

### 3. BBC Scotland and MG Alba

- a. SM welcomed MM and TN to the meeting
- b. MM and TN provided a brief summary of Shinty's integral role on BBC Services.
- c. CA Board raised the importance of profiling our sport to a broad audience to reflect Scottish culture, history and connection to people from rural communities and requested clarity on where Shinty is positioned in terms of BBC commitment to our sport and planning for the future.
  - i. MM advised "Shinty is part of the tapestry of our services" and it is part of our DNA in Gaelic services. MG Alba and BBC Scotland are working in partnership to cover shinty and the strategy is to connect shinty across both services via Live Coverage from 2pm with a highlights package on BBC Scotland which will be reversed annually.
- d. Feedback on success of programming is gathered qualitatively via audience feedback and stats for viewing. TN advised that raw data has evolved to focus value on what people derive from viewing rather than just the raw number that watch.
- e. MM advised on two actions
  - i. future discussions can be facilitated to explore developments for future coverage and exploring new technology to support enhance coverage. TN and Production companies to be in attendance.
  - ii. Post season review of coverage and planning for next year
- f. TN advised that both channels (BBC Scotland and MG ALBA) will cross promote the live matches.
- g. TN to confirm when Highlights package will be on BBC Scotland
- h. Board endorses two year proposal from BBC Scotland and MG Alba in partnership for the Tulloch Homes Camanachd Cup Final and acknowledge MM and TN desire to continue this arrangement for the next 4-6 years. Board also recognise the positive impact that a highlights package could have on engaging a wider audience and value the coverage across two channels over the coming years.

### 4. UKAD – KD and GC have attended eLearning module for UK Anti-Doping following new framework for anti doping. Updated education policy to prepare for board in September

- a. School Of Shinty - Charleston have signed up to School of Shinty and have a shinty probationer starting and Grantown also kickstarting school of shinty.
- b. Mowi Funding approved

### 5. CARBON FIBRE CAMAN MAKING

- a. The CA Board are required to approve new equipment
- b. The CA Board commissioned a three-pronged approach to protecting camans in 2019 (A – Strahclyde Project investigate composite materials that could be used. B – Napier Project to determine standards for camans which can be applied across the board – wooden & carbon fibre etc. C – UHI Project to aid traditional caman makers to make their businesses more profitable and therefore sustainable.) which has been delayed due to COVID restrictions.
- c. In 2020 the Camanachd Association Board received a request to consider approval of the manufacturing of Carbon Fibre Sticks to be used in Shinty. Board commissioned Napier University to conduct a study on the benefits and potential impact a carbon fibre stick would have on the sport. Board also recognized the importance of protecting wooden camans given its endangered craft status and requested that Graham Cormack and Aarron Macleod raise awareness across Caman Makers that this proposal has been received.
- d. The review of Carbon Fibre Sticks was carried out and it was determined following review and discussion that based on laboratory testing that Carbon Fibre Camans would be acceptable to trial in identified matches.
- e. Based on laboratory testing there were no major concerns related to safety or stick breakage at this time. This is based on standard caman maintenance and user appreciation for safety during play.
- f. LM volunteered a Women's Camanachd Association match to trial the Carbon Fibre camans in as a starter with feedback to be gathered by Graham Cormack and Aarron Macleod.

g. Board agree to trial carbon fibre sticks in friendly match looking specifically at wooden caman breakages and injuries

6. Staff

- a. CA Staff received a 2% inflationary increase on pay in December 2019.
- b. Following a period of huge uncertainty the Finance Committee recommended that board consider pay rise to recognise continued staff efforts.
- c. DK excused himself from meeting due to personal conflict
- d. Board confirmed a minimum 2% pay rise but were unanimous that we should aim for 3% pay rise if finances allow. This would be effective from August 2021.
- e. The Finance committee to be advised of this decision for final approval.

7. Competitions

- a. Astie Cameron and Graham Cormack recognized for their work on fixtures
- b. Enthusiasm for the game is back albeit with challenges being overcome regularly by clubs.

8. Youth

- a. Second round of youth Fixtures will be commence after holidays and non-completed cup competitions will be completed at the start of the new school year
- b. Ronald Ross recognized for his work on youth fixtures under the current challenges.

9. WCA

- a. Leagues kicked off initially – games on and off due to travel and covid restrictions. Circuit break due to concerns being raised by clubs at end of June. Circuit break settled things down and people feel positive about being back
- b. Concerns with participation in the Argyll League

10. AOCB

- a. Mikeysline and Shinty Memories – SM raised DKs meetings with Mikeysline and Shinty Memories as an opportunity for formalizing our partnerships with two charities over the next strategic cycle. There were no objections. DK to meet with Mikeysline and Shinty Memories in the off season to prepare partnership agreement that aligns with our strategic priorities.
- b. Strategic Working Group Review – SM noted that the Board had covered a considerable amount of ground and that there was insufficient time left to discuss progress with the Strategic Working Group. SM asked DK to arrange for a separate Board meeting via TEAMS to share progress in the STWG and discuss next steps.

25<sup>th</sup> August 2021

Strategic Plan – Board Consultation

Attending	Apologies	Conflict of Interests Declared
1. Steven MacKenzie (SM) President		Beaully and Aberdeen University
2. Daniel Palombo (DP) (Treasurer)	Apologies	Inverness Shinty Club
3. John Finlayson (JF) (Communications & Facilities - North)		Skye Camanachd Club
4. Burton Morrison (BM) (Competitions)		GMA
5. Ross Brown (RB) (Equality)		Lochcarron

6. Willie MacDonald (WM) (Youth)		Fort William
7. Lyndsey Bradley (LB) (Officials)		Ardnamurchan and WCA
8. Roddy McCuish (RM) (Communications & Facilities South)		Macaulay Association. A&B
9. Kirsty Deans (KD) (Volunteering & Safeguarding)	Apologies	Badenoch Ladies
10. John MacKenzie (JM) (Chieftain)	Apologies	Newtonmore CC and Shinty Memories
11. Richard Gall (RG) (Vice Chief)	Apologies	Fort William
12. Sarah Birrell (SB) sportsotland	Apologies	NA
13. Derek Keir (DK) CEO		NA

1. DK and SM welcomed board to a discussion about the evolution of our strategy and highlighted this is not about revolutionizing what we do. DK provided an overview of the timeline for Strategic Plan being produced which is shared below.
  - a. The third and final Short Term Working Group meeting will take place on the 22<sup>nd</sup> September to review the first draft strategic plan.
  - b. An updated 2<sup>nd</sup> Draft Strategic Plan will be shared with Board and Staff in advance of the next board meeting on 29<sup>th</sup> September for final comment on the 2<sup>nd</sup> Draft. The 2<sup>nd</sup> draft will subsequently be sent out to clubs as part of our AGM papers for a final round of feedback.
  - c. A final draft version will be shared with board in our November meeting before being signed off in November.
  - d. The draft strategic plan will inform the structure of our presentation to Sportscotland in our 2022-2026 investment meeting taking place on the 18<sup>th</sup> October 2021
2. Draft Vision - To be recognised as Scotland's most iconic community sport and a vibrant and inclusive part of our national culture and heritage.
3. Draft Mission - Place regular shinty activity at the heart of our playing communities to ensure our iconic community sport is protected and enhanced in and through partnership (ALL in favour of second mission but action to reduce to a single sentence if possible)
4. Values – Respect, Community Participation, Responsibility, Continuous Improvement
  - a. Ways of Working were discussed but should be reviewed in line with current values – Inclusion, Environmentally Responsible, Partnership (SB)
  - b. Action – Ensure there is a thread from values back to mission and vision (RB)
5. OUTCOMES AND PRIORITIES
  - a. RM advised our strategy needs to focus on quick wins to build credibility, prioritise what is in scope to get people on board.
  - b. SM identified inclusion within communities as an opportunity to build on as well as smaller sided participation options for smaller rural communities that don't have the depth of numbers to compete 12 v 12.
    - i. LB welcomed flexibility in 2021 to play 10v10 when players were not available. This maximises participation rather than cancellation and also the increased support/ flexibility for clubs has ensured other teams have played their second team making games more balanced with first team players playing for first team.
  - c. Sustainability of Equipment –

- i. RB – Caman making sustainability
  - ii. WM – Cost of helmets with Brexit impact
- d. BM – Competitions – Any proposed change to structure should come from clubs via AGM and appropriate channels – our focus should be on restarting shinty
  - i. RB - Would seeding teams based on league position help with back log of fixtures
- e. JF – Normality is going to be difficult for many communities. Clubs are going to need support and there will be struggles.
- f. RB – We need to embrace innovation and the technological advances that have taken place. This needs to continue – online forms rather than hard copy

6. AOCB

- a. Hospitality – THCC – DK advised that now that we are beyond level 0 we have an opportunity to deliver a more traditional looking finals day for all events including post match reception. LB advised concerns over attending events of this nature and DK also shared personal apprehensions. Professionally however we have a commitment to follow government guidance and deliver our events as best we can within the guidelines.
- b. Everyone agreed to progress with hospitality – aspiration is for marquee to have an open feel about it and for all to be as flexible as possible understanding the importance of giving people space
- c. RB raised concern over conduct and language at a recent quarter final. The match highlights have subsequently been removed from YouTube and social media. DK agreed to look into the situation and ensure we have followed up with referee and checked the video feed. SM advised we must also recognize we have systems in place to manage complaints and behavioral matters that should be followed.