

Camanachd Association Board Meeting
Wednesday 29^h September 2021
Time: 6pm - Conference Call - Teams

Minute of Meeting

1. Welcome

President welcomed all to the meeting.

Attending	Apologies	Conflict of Interests Declared
1. Steven MacKenzie (SM) President		Beaully and Aberdeen University
2. Daniel Palombo (DP) (Treasurer)		Inverness Shinty Club
3. John Finlayson (JF) (Communications & Facilities - North)		Skye Camanachd Club
4. Burton Morrison (BM) (Competitions)		GMA
5. Ross Brown (RB) (Equality)	Apologies	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
9. Kirsty Deans (KD) (Volunteering & Safeguarding)		Badenoch Ladies
10. John MacKenzie (JM) (Chieftain)		Newtonmore CC and Shinty Memories
11. Richard Gall (RG) (Vice Chief)		Fort William
12. Sarah Birrell (SB) sportscotland		NA
13. Derek Keir (DK) CEO		NA
14. Lisa MacColl (LM) WCA	Apologies	WCA, Aberdour

2. Matters Arising

- a. Minutes of last meeting were proposed by BM and seconded by RM 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 Jimmac MacKintosh (Glenurquhart), Bunty Menzies (Newtonmore) and Bobby MacLeod (Fort William).
- d. Matters Arising

1. Return to Shinty Update and Staffing

DK

- Reality of the return to shinty internally has been a return to normal from a delivery perspective which has been really well received however it is carried out in the landscape of continued challenges with COVID, wellbeing and wider family responsibilities. Staff understandably and importantly are taking leave and we have had a number of staff off for personal reasons and therefore unable to attend important events.
- The reality of DK's own work has meant that three of the last four weeks have been seven-day working weeks leading up to the THCC final and that will be followed by a number of important finals thereafter.
- Part of the reason for 3 x 7 day weeks is that DK line-manages four members of staff (more than anyone else in the association) and independent of that we have had club disciplinary investigations conducted in the weeks leading up to the final which have led to the extra workload.
- Preparing our draft strategy, completing the consultation and identifying key priorities with senior partners has also been progressed as well as a meeting the minister for sport Maree Todd
- DK to confirming an additional two years with Tulloch Homes
- The turnaround time for completing programmes and profiling in advance of our finals week after week is hugely challenging. Proofing of programmes is taking place at very short notice due to semi-finals being played the weekend before the final and limited capacity in clubs to deliver programme content.
- We have managed changes to covid guidance a month before THCC final and worked to support clubs with these changes also. We have had four televised games in the past five weeks and more finals to come through to the end of October.
- DK advised that everyone has a version of these challenges in their lives but wanted to share for awareness that these challenges exist in the association and that any additional requests to our work and capacity will have a detrimental impact on our capacity to deliver.
- Our staff have never been under this type of pressure to deliver and support finals and semi-finals across such a short period of time and this will continue throughout October.
- WM and RG requested feedback on the recruitment process for RDO West and RDO Growth. DK to provide feedback. SB advised the process was in line with best practice. DK advised expert HR guidance directed our decisions.

2. Director Reports

a. Finance

DP

- i. 2021 Budget
- ii. DP advised CA have done exceptionally well to deliver
- iii. Board had no questions on accounts and endorsed submission to company's house (DK)
- iv. Pilot Scheme for Glenurquhart Membership Scheme needs to be agreed moving forward – Deborah MacPherson and Aarron MacLeod to feedback to finance committee to discuss Membership recommendations for 2022.

b. Development & Equality

RB

i. Caman Making

SM noted that in RB's absence there were a number of potential challenges facing the sport. Caman-making was essentially a "croft industry" that supplemented other work but was difficult to make a living from. Feedback suggested that there was only one supplier that could supply bulk orders of camans with other caman-makers operating on a much smaller scale. WM, JF and JM all noted new caman-makers had started within their local areas in recent months. SM noted that the partnership with UHI to support caman-makers was a priority. There was also the potential to expand this partnership to look at making shinty balls. All agreed that Aarron MacLeod should feedback to Board on progress with the UHI partnership.

c. Competitions

- i. BM advised that we have had a very successful season to date given the continued challenges.
- ii. BM extended credit to Astie Cameron who has negotiated difficulties and challenges throughout the season. Leagues haven't progress **very well** and the chances to complete leagues is looking remote.
- iii. **Recommendation 1** for the health and welfare of committed club members that the Association conclude the season on Saturday 30th October – Clubs to be informed that leagues were a way back to playing shinty. The rationale for concluding the season without completing the leagues should provide context on the number of games that were cancelled. The Board agreed to support this proposal unanimously. **BM to work with Astie Cameron on the correspondence.** RM advised we need to celebrate the season we have had under difficult circumstances.
- iv. **Recommendation 2** for an area team single team cup competition (13 clubs – this year would have seen 7 clubs in north and 6 in the south with a wide geographical spread). The competition will support Shinty in more fragile communities. The committee suggested we explore the possibility of this being added to **Mowi's portfolio** of support. The Board also supported recommendation 2 unanimously. **BM and Astie Cameron to progress.**
- v. SM thanked competition committee for support this year and invited all attending the Board to attend the Alvanee Balliemore Cup Final.
- vi. **JF and LB happy to support MOD Cup.**
- vii. **KD advised she may be able to attend the Strathdearn Cup Final.**

d. Youth

WM

- i. U17 MacTavish finals will not take place on day of cottages.com MacTavish Cup. It will be completed after the schools return.
- ii. London Shield unlikely to be completed because of delays due to the weather.

e. Officials

LB

- i. LB advised Astie Cameron has done incredible job co-ordinating officials
- ii. Paul Macarthur responsible for setting up officials meeting to take actions forward

1. Referee away day at MacTavish to be confirmed by Paul Macarthur.

f. Volunteering and Anti-Doping Regulations

KD

- i. Graham Cormack (GC) and KD have completed the Anti-Doping workshops.
- ii. GC is working through education programme and is on track which is due in April 2022.
- iii. KD extended appreciation to GC for work taking place.
- iv. Capacity Building CPD will be promoted in the coming weeks – Eventbrite will used for sign up for events.
- v. **School Support Packs – School of Shinty is progressing – Katie Drain has meeting with Plockton regarding School of Shinty.**
- vi. **Ambassadors – More ambassadors this year than ever before. Directors invited to attend ambassador training on weekend of 13th November.**

g. Marketing and Facilities

JF

- i. Online ticket sales is the way forward – Board supporting this approach for all finals.
- ii. JF celebrated the marketing around shinty – a lot of coverage that people aren't aware of and our exposure press wise is very good right now.
- iii. General feedback on the THCC final has been positive with recognition of what the staff have been doing – JF congratulated everyone on that.
- iv. **Mowi Team of the Season to be identified and profiled. Aarron Macleod to take forward.**
- v. Glasgow Sports Strategy – Comprehensive feedback from CA.

- vi. RM advised that the economic impact of THCC final needs to be considered and articulated when capacity allows – build into UHI partnership agenda.
 - vii. Les Kinvig led on facilities meeting in Mossfield to develop strategy for pitch.
 - viii. BM advised that Peterson Park should be priority for Camanachd Association in Glasgow to support GMA.
- h. AOCB
- i. RM to confirm date for first meeting and establishing the History and Heritage Working Group.