

Camanachd Association Board Meeting
 Wednesday 25th November 2020
 Time: 6pm
 Conference Call - Teams

Minute of Meeting

1. Welcome

a. Attending	Apologies	Conflict of Interests Declared
1. Keith Loades (KL) President		Kinlochshiel, Shinty Memories
2. Steven MacKenzie (SM) Vice President		Beaully and Aberdeen University
3. John Finlayson (JF) (Communications and Facilities)		Skye Camanachd Club
4. Burton Morrison (BM) (Club Development)	Apologies	GMA
5. Ross Brown (RB) (Equality)		Lochcarron
6. Willie MacDonald (WM) (Youth)		Fort William
7. Lyndsey Bradley (LB) (Officials and WCA)	Apologies	Ardnamurchan and WCA
8. Roddy McCuish		Macaulay Association
9. Kirsty Deans (Schools of Shinty)		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	
13. Derek Keir (DK) CEO		

2. Matters Arising

- a. The board wish to note their condolences on the bereavement of Sandy Ralph, Newtonmore
 Flora MacPherson, Strachur
 Neil Clark, Fort William
 John MacLellan, Kilmallie
 John Duncanson, Grampian TV
 Charlie Black, Kyles Athletic
 Ian Stewart, Lovat
- b. Minutes of last meetings - SM proposed and JF seconded minutes of last meeting as an accurate record of the meeting
 - i. Board held a meeting with Inverness Shinty Club and wish to note there thanks and encouragement at the work taking place by the club.

- ii. WCA and Sponsorship for Referees to be added to the agenda at a future board meeting
- iii. BM confirmed he is working towards the transfer of the Donald Mackay Shinty Photograph Archive and will liaise with Aarron Macleod. BM to update when completed.
- iv. DK to carry forward letter to Joe Fitzpatrick and to share facilities plan with Kate Forbes
- v. Board made note of their thanks to everyone involved in moving out of the office
- vi. RM and DK to arrange date for catch up with [REDACTED]
- vii. Paul Macarthur to write up article on the purchasing of Macron Strips by the WCA

3. CA UPDATE & CORONA VIRUS JOB RETENTION SCHEME (EXTENSION OF FURLOUGH)

- a. Board agreed that for business continuity and our effective recovery in our sport we must progress and access government furlough and grant support to mitigate losses for this year and potential losses next year. As part of this we must avoid furloughing essential staff core to our recovery and ensure we are best placed to step forward in line with government guidance.
- b. At the same time it is essential to retain a balance to our service and staff capacity in the months ahead to do the work required to restart our sport. Our events manager and finance manager are essential to our work during this off season period to manage the needs of our sport.
- c. ACTION - The board agreed to utilise the flexibility from sportscotland grant to assist principally with business continuity and recovery and will use sportscotland grant
 - i. support continued employment of all Camanachd Association staff (circa 68% public funding per post). Historically this has been used to contribute towards 6FTE – this will now be used to contribute to 8FTE

Any other funding secured after staff costs will be used to

- ii. contribute to ongoing organisational costs
- iii. develop and deliver shinty specific recovery activities and plans that align with the principles in equality and inclusion and shinty for all
- d. CA Priorities for 2021
 - i. As part of our transparency and accountability to deliver impact on our work Staff Personal Development Plans are to be focused on prioritising the following areas of business at the heart of which is item one – 1. Wellbeing – a happy healthy staff will produce higher quality work. 2. Organisational and staff learning (including equality and inclusion, Covid Guidance and Safeguarding), 3. Individual role specific priorities and 4. national priorities as well as 5. project completion criteria
 - ii. The total number of staff meetings in October will also be a measure used to manage work/ life balance and workload. Professional practice documenting how we are using our time will provide for enhanced staff planning and wellbeing. With remote working it is essential staff stay in touch with one another and feedback to appropriate colleagues.
 - iii. Schools of Shinty – A new pathway for Schools of Shinty has been developed to encourage even more schools to engage with shinty through their curriculum. KD presented the pathway which was celebrated as an opportunity to build on teenage participation in our sport. ACTION – JF, KD and Ronald Ross to coordinate a date with Head of Education and to explore presenting the pathway the next Education Committee for Highland Council. RM highlighted importance of connecting to P6/7 students with Oban High School having 19 feeder schools this will build interest in the opportunity in High School.

e. Finance

Following our 2019 accounts being finalised our current reserve amount sits at £156.412. The loss projected for 2020 is **£31,184**. We have already secured Small Business Bonus Grant (£10K) and money received from the Furlough Scheme to date is [REDACTED]. Additionally, we have invoiced clubs for 50% of

their membership fees for adults (£12K) Sportscotland & SS Lottery grant have both now been received (██████). Payment has also come in a number of incredibly loyal sponsors. Our worst case projection for 2021 if there is no shinty could lead to losses in the region of £70000 however if we do have shinty we will have a more positive forecast.

SM thanked KL, CA board, Finance committee and loyal sponsors for their work securing a much reduced loss from the six figure projected loss back in March when lockdown began.

f. **Competitions**

Competitions committee recommended that the first two rounds of Alvanca Balimore Cup, Highland Industrial Supplies Sutherland Cup and Tulloch Homes Camanachd Cup are drawn regionally. The proposal for leagues is a bit more complex and will be determined following club registration for season 2021 however it is also planned to commence regionally with a view to delivering a full league campaign if circumstances allow. Other options have been considered and may be available however at this stage with evolving news on vaccines and the access to our sport as it is the committee felt it was too early to determine what this looked like without clarity on the teams that will be competing.

Action – Focus on restarting our sport and clarifying club registrations for 2021 by 16th December

Action – Youth Committee meeting to consider plans in line with current guidance

Action - COVID Working Group – Covid working group meeting on Thursday 3rd December.

- g. **Facilities** – JF provided update on facility developments including Bught Park Feasibility study nearing final consultation phase. Requested lead for facilities arranges a meeting to update Garry Reid on plans.
- h. **AGM** – Board were briefed on plans for Fridays AGM
- i. Patrons Proposed – Charlie Mackay for his work collating 4000 photos for shinty
- j. SM proposed Daniel Palombo as a candidate for Co-Option from the January board meeting. All agreed this was a positive step for continuity and expert skills to support with our finances during a difficult period.