

Camanachd Association Board Meeting
Time: 6pm - Conference Call - Teams
Minutes of Meeting 17th August 2022

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)	Apologies	Skye Camanachd Club
4. Burton Morrison (BM) (Competitions)		GMA
5. Willie MacDonald (WM) (Youth)	Late	Fort William
6. Lyndsay Bradley (LB) (Officials)		Ardnamurchan and WCA
7. Roddy McCuish (RM) (Culture & Heritage)		Macaulay Association
8. Kirsty Deans (KD) (Volunteering & Safeguarding)		Badenoch Ladies
9. John MacKenzie (JM) (Chieftain)		Newtonmore CC and Shinty Memories
10. Richard Gall (RG) (Vice Chief)		Fort William
11. Sarah Birrell (SB) Sport Scotland		NA
12. Derek Keir (DK) CEO		NA
13. Lisa MacColl (LM) WCA	Apologies	WCA, Aberdour
14. Karen Williamson WCA (deputy)	Apologies	WCA, Glengarry

Agenda:

1. Welcome
2. Conflicts of interest/code of conduct
3. Bereavements
4. Matters Arising
5. Minutes of Board Meeting
6. Risk register/helmet update
7. Finance update
8. Competitions
9. Youth
10. WCA
11. BBC ALBA
12. Officials/referees
13. Schools update
14. Culture/Heritage
15. AOCB

1. Welcome

SM welcomed everyone to the meeting and thanked all for their attendance. He noted that the scheduled meeting for 27th July 2022 had been cancelled because a number of Directors had been on holiday and he thought it was important to have as near as full attendance as possible because of the importance of the issues being discussed.

2. Conflicts of interest:

None

Code of conduct:

All signed

Minutes of Board Meeting

Proposed – KD

Seconded – BM

3. Bereavements

The President and Board noted the following bereavements:

- Colin Cameron (Strachur & ex-Camanachd Association Director)
- Andy MacKintosh (Newtonmore)
- Ian MacCormack (West Highland Free Press)
- David MacLean (Beauly)
- Dave Fallows (Strathspey & Badenoch Herald)
- Billy Ogg (Kingussie)
- Ian Urquhart (Kingussie)
- Billie Davie (Kilmallie)
- Joe Leslie (Newtonmore)
- Charlie Smith (Fort William)
- John MacKinnon (Skye)

4. Matters arising:

- 4.1 Body cameras; LB advised a trial had taken place. Trial to continue. c/f
- 4.2 Positive feedback on the staff wellbeing session and accompanying resources with SAMH. Complete.
- 4.3 Yearbook update – the draft copy is with Astie Cameron for final proofing. c/f
- 4.4 KD advised that the meeting with the Head of Education, Nicki Grant was being arranged for the end of August /early September. KD added that the support packs for the meeting were being finalized. LB noted that Nicki Grant was leaving so it would be a good time to meet her before she left so the pack could be incorporated into the plans for this year. c/f
- 4.5 LB to discuss helmets being worn by goal judges with the CRA. c/f
- 4.6 Draft Accounts – DP to make final amendments. c/f
- 4.7 [REDACTED]: end of 2 year agreement, touch base with them. DK to pick up and feedback. c/f
- 4.8 DP advised there are cheaper options than Sage 50. DP and Deborah MacPherson to arrange. c/f
- 4.9 DP to arrange for the home tax relief link to be resent. Complete.
- 4.10 DK noted the last salary review was 12 months ago and would need reviewed again. SM asked DP and DK to review this at the Finance sub-committee and to come back with a proposal for the next board meeting. Complete.

- 4.11 DK updated on work regarding electric cars and vans. This was likely to be a salary sacrifice option, but would give staff access to a range of vehicles. RG asked for details as he had some experience with them. DK to feedback. c/f
- 4.12 Gaelic Post going to interview. c/f
- 4.13 BBC Alba – SM noted that the first Sunday semi-final had gone ahead with the second game going ahead on Sunday 21st August. JM noted that the coverage came across [REDACTED], with the picture distant from the game. RG noted the crew had arrived late on the Saturday evening and there appeared to be some confusion when the crew thought there was going to be thunder and lightning. RG added that the crew had not covered shinty before. JM agreed that there didn't appear to be any [REDACTED] the game. SM noted that he had not watched the coverage as he had been at the game but asked DK to discuss the issues with BBC Alba. RM suggested that it be pointed out that shinty had been accommodating in 2022 so can the scale and coverage be enhanced. RM added that the focus on dogs at the game was also an issue. DK noted that BBC Alba faced the same resourcing and capacity issues as every other organization, but he would raise these with BBC Alba. SM noted that the Camanachd Cup coverage had been awarded to Sunset & Vine which should guarantee good quality coverage. c/f
- 4.14 SM asked if the packs would be ready for the schools going back in August. KD confirmed she'd aim for this. Complete.
- 4.15 Ronald Ross was also working on an anti- doping videos to be updated as a montage. The same process is to be followed for the Respect promotion. KD to update at the next meeting. c/f
- 4.16 UHI: DK updated Board that a meeting had been held with the lead for student teacher training in UHI. Shinty would be built into the program for newly qualified teachers. The CA have been pencilled into deliver coaching to 80X Post grad student teachers at Badaguish in August. DK to update on progress. c/f
- 4.17 DK noted that the Equality and Diversity inclusion strategy had been refreshed. SM and DK were to identify a Director to work on this. SM advised the Board that he had asked LB to take on the Equality portfolio and she had agreed, SM noted that DK had done a tremendous amount of work on this and thanked him for his efforts. DK noted that in light of the Cricket Scotland feedback we needed to review Board Diversity and the diversity of our sub-committees to understand where we are before deciding where we need to go to.

5. Helmets

- 5.1 DK advised that the byelaw about helmets had been split into one about helmets and one about faceguards. This should help in the discussions with clubs to move the byelaw forward especially if clubs intended to amend the resolution. SM asked DK to take advice from Harper MacLeod as he wasn't sure how we'd present the split byelaw at AGM as the counter-proposals were voted on before the original proposal.
- 5.2 SM noted that a decision would be required fairly quickly as the resolution would need to go out to clubs with the AGM papers. DK advised he was going to arrange a meeting with clubs to discuss the safety issues around helmets. He intended to invite medical experts to advise clubs on the potential seriousness of any injuries.
- 5.3 BM noted that he was pleased that the wording will be simplified.
- 5.4 SM asked if an alternative supplier had been sourced. DK advised that he'd commissioned a company to approve alternative helmets as the current helmets approved were about 30 years old. SM noted that this needed resolved quickly because if an alternative supplier was not available we may have to progress with making helmets compulsory but leave an exemption available for faceguards.

6. Finance

- 6.1. Budget – DP forecast income has gone up by £10000 but deficit of £8K anticipated which is down from £26K. Finances are looking fine for the moment

- 6.2. Development Income – Income increased by [REDACTED] (Development Camp very well attended and U17 development income). Expenditure has gone up by £4300
- 6.3. Competition Income – Increased by £2700 – Expenditure increased by £1200
- 6.4. Grant Income – Increased [REDACTED] due to Gaelic post and funding / Staffing Costs Increased [REDACTED] (travel and subsistence increased and to include for temporary staff)
- 6.5. Sponsorship – Down by £10'000
- 6.6. Draft Accounts – DP advised that we are reporting circa £470K income in 2021 up from £352K in 2020.
[REDACTED]
- 6.7. DP noted that the Bearsden and Milngavie donation could only be spent in specific areas. DK asked BM if he could review the proposed use of the money as he had been involved with Bearsden and Milngavie. BM agreed to this.
- 6.8. Pay review
 - 6.8.1. DP noted the Finance committee have still to finalise a staff pay proposal. DK left the meeting while the Board discussed the proposal.
 - 6.8.2. SM asked DP to outline the parameters of the proposal. DP noted that the committee were considering a [REDACTED] pay increase but there was also an opportunity some costs to be offset against the 2021 surplus. There was some discussion about who should qualify for an annual increase. DP asked to finalise a proposal for Board approval before the next Board meeting.

7. Competitions

- 7.1. BM confident that the leagues will be completed. We are 24 weeks into a 39 week season. North Division one is the biggest league and Newtonmore and Lovat's success has mean they are the teams facing the most games. The COVID byelaw was removed in July and to date it has been all quiet and no further request has been raised.
- 7.2. Beaully v Inveraray was unanimously decided that no deduction of points should be applied.
- 7.3. DK noted that we were entering the peak period for finals and league presentations. He noted that the Strathdearn Cup and Bullough Cup Finals were being played on the same day as the Balliemore Cup. SM was attending the Balliemore, BM and RM were attending the Bullough so DK asked if anyone could attend the Strathdearn Cup Final. KD and LB offered to attend although LB noted that Ardnamurchan might have a game that day and if so couldn't attend.

8. Youth

- 8.1. 46 signed up to girls camp - best numbers in a long time. Great feedback from participants. SM thanked Katie Drain for her efforts coordinating girls camp with WCA and with 86 boys being the biggest boys camp we have had for a number of years. Both camps delivered the SAMH workshop mental health training as well as alcohol and drug awareness workshop which was really well received.
- 8.2. SM attended Gain the Advantage session with Kilmallie and Fort William including the Minister for Sport Maree Todd and Robert Baxter from SAMH (Scottish Association of Mental Health)

9. Heritage Paper

- 9.1. RM recommended approval of the priorities outlined in the Heritage Committee paper. The Board agreed this unanimously.

9.2. JM advised that before the Macaulay cup final there is an event at Rockfield profiling the late Donald Skinner

10. AOCB

- 10.1. SM noted that with LB moving to the Equality portfolio the Officials Director was vacant. He'd asked John MacRitchie from Lovat Shinty Club to be co-opted onto the Board until the AGM and John had agreed. SM asked if anyone had any objections or concerns about John joining the Board. No-one did so SM asked DK to induct John so that he could attend the September Board Meeting.
- 10.2. SM advised that board have previously agreed to sourcing replacement for Camanachd Cup because it was in such a fragile condition. The redevelopment of the Bught and the Castle Project offered opportunities to display the trophy. The Heritage committee had consider it either being stored at the Bught development or as part of the Castle project but we've been advised that the security and the specialist display cabinets required meant the Castle was the only viable option. SM continued that if approved a replacement would be required.
 - 10.2.1. SM asked if the Board approved of the Camanachd Cup being displayed in Inverness Castle. The Board agreed this unanimously.
 - 10.2.2. SM noted that he had suggested a competition be held to replace the Camanachd Cup that displayed the best of Scottish craftsmanship. SM thought something different from a Cup would avoid negative comments about the replacement being inadequate but having discussed with BM, BM preferred something substantial and in keeping with the Camanachd Cup. BM noted that the Camanachd Cup was the biggest trophy in the game and this should be retained but he would be happy for a modern design. JM and WM thought that the trophy should be traditional in design. RM suggested the trophy should be as near a replica as possible. SM noted that an estimate had been obtained a couple of years previously and it has been priced at █████ then. DK added that a design competition and replacement would cost at least £10k. DP thought a replica would require Association reserves to be used and questioned whether this would be a prudent use of the funds. LB suggested a crowd-funder be launched and KD agreed with this. SM noted that the feedback from the Board was pretty unanimous and that a crowdfunder should be organized to fund a replacement. DK noted that the funds raised would determine what form the replacement would take. LB noted that because of the history and prestige of the trophy she thought many people would come forward and we'd be surprised how quickly the money would be raised.
- 10.3. RG asked if a stand was being provided for the Camanachd Cup Final. DK explained that this was still being discussed with Kingussie. SM noted that the original request had detailed a stand would be provided and the final would not have been awarded if a stand had not been part of the bid.
- 10.4. WM asked if there would be a return to face to face meetings. SM agreed that would be desirable, especially for the AGM, but there were advantages to TEAMS meetings in making it easier for Board members to attend meetings. DK agreed. He added that one option might be a hybrid model. SM said that DK and SM would look at the feasibility for the September Board meeting and the AGM.
- 10.5. SM thanked everyone for attending and for their input, then closed the meeting.

