

**Camanachd Association Board Meeting**  
**Time: 6pm - Conference Call - Teams**  
**Minutes of Meeting 28th September 2022**

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

**1. Welcome & Apologies**

SM welcomed everyone to the meeting and noted the apologies. He explained that the team from The Sports Technology Institute from Loughborough University were waiting to feedback on the helmet testing and said they'd bring this item forward.

**2. Helmet Testing**

Derek introduced Andy Harland (AM), Rebecca Szmega(RS) and John Farmer(JF)

**RS outlined** the tests on the existing Mycro helmet, the Bauer faceguard and Bauer clear faceguard. The three tests were:

- Free-fall impact

- Projectile impact
- Dynamic swing penetration

The results to date were shared with the Board, with the final report to follow imminently. WM asked if the vision of the Bauer helmet had been checked but AH explained this was not part of the testing. DK emphasized that the Bauer helmets were not replacing the Mycro helmet but were an addition. New British standards for personal protective equipment are being introduced in early 2023 due to Brexit so it was vital that our sport had access to helmets that would be available in the UK and in keeping with new legislation.

JMK noted that it would be good to provide an alternative, but that vision was fundamental. It was positive that all three helmets were being tested. SM asked if other alternative helmets could be tested. JF explained this would be dependent on other research projects the team were working on.

DK asked if there was a kitemark for ice hockey and whether one could be developed for shinty. JF explained that there is a British standard for a cricket helmet that was adopted round the world. However, the Sports Technology Institute was not a certifying body.

SM noted that the results were extremely promising with both Bauer helmets outperforming the Mycro helmet on all three tests. DK noted that he would forward the helmet report as soon as it was received and would be looking for Board approval for their adoption before the AGM.

### **3. Welcome (cont'd)**

SM welcomed everyone to the meeting again and thanked all for their attendance. He introduced and welcomed John MacRitchie (JM) to the board. SM explained that he had asked LB to take on the Equality and Diversity portfolio, with JM taking on the Officials portfolio.

### **4. Board Administration**

- 4.1. Conflicts of interest: No conflicts were identified beyond those detailed above
- 4.2. Code of conduct: DK provided update on code of conduct and all confirmed they have signed code of conduct
- 4.3. Minutes of last Board Meeting approved. Proposed – LB Seconded – BM
- 4.4. Redacted minutes of March and May Board meetings were also approved. Proposed – LB Seconded – BM
- 4.5. WM requested on the feasibility for the AGM to be held in person. DK confirmed a hybrid AGM will be trialed. SM added that if attendance was poor with club representatives opting to attend online then it was likely we would return to an online AGM in 2023.

### **5. Matters arising:**

SM noted that the matters arising section had evolved into a section that the actions carried forward were summarized in. SM asked DK to introduce a section at the start of the minutes summarizing the actions from the previous minutes. Matters arising would be used to record correspondence received.

The current actions were reviewed:

- 5.1. Body cameras; LB advised a trial had taken place. JM to continue the trial. c/f
- 5.2. Yearbook update – the draft copy is with Astie Cameron for final proofing. c/f
- 5.3. 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
- 5.4. LB/JM to discuss helmets being worn by goal judges with the CRA. JM to progress. c/f
- 5.5. RBS Sponsorship: end of 2 year agreement, touch base with them. DK to pick up and feedback. c/f
- 5.6. DP and Deborah MacPherson to arrange sage cloud alternative to current cost of accounts. c/f

- 5.7. Gaelic Post going to interview. c/f
- 5.8. DK to feedback concerns about second Camanachd Cup semi-final to BBC Alba. Complete.
- 5.9. KD / RR to create an anti-doping montage. c/f
- 5.10. UHI – foundation coaching for student teachers at Badaguish pushed back to March. DK to update. c/f
- 5.11. Review committee and sub-committee composition for Equality and Diversity. LB to progress. c/f
- 5.12. Board agreed a crowd funder to be arranged to replace the Camanachd Cup because of its fragility. c/f

## 6. AGM & Awards

DK noted that the AGM was being held in Fort William on Friday 25<sup>th</sup> November. The MOWI awards are also being held in Fort William on Saturday 12<sup>th</sup> November in the Highland Cinema.

SM added that the November Board meeting would be held by TEAMS on Wednesday 23<sup>rd</sup> November. The intention would be for the Board to meet for something to eat prior to the AGM.

## 7. Bereavements

The President and Board noted the following condolences for the following bereavements:

- Eddie Hughes (Oban Celtic and Macaulay Association)
- Arlene Porter (Lochaber Shinty Club)

## 8. Health & Wellbeing - UKAD

8.1. DK noted that a well-attended workshop for clubs had been held to discuss the safety issues around helmets and to discuss drug use in our communities. The helmet issue would be discussed as part of the byelaw proposals. The drug section had heard from NHS Highland who focused on chronic drug use and advocated a supportive approach. This contrasted with UKAD who focused on performance enhancing drug use and argued for a zero-tolerance approach. DK split the Board attendees into discussion groups before coming back together for a general discussion.

8.2. JF advised that the challenges in alcohol and drugs are throughout society and across Scotland. DK advised that UKAD have a focus on performance enhancing drugs however other drugs are identified in their testing and can result in suspensions proportionate to the offence. This service is currently live with the Camanachd Association. What is key if we do enhance our provision of testing is that we raise awareness of this and to do that we must mature our membership system. LB Clubs and communities are struggling with [REDACTED] recreationally which can prove damaging. JM Will testing solve or expose the problem? We probably need to take a further step toward this. BM Investing in testing provides additional commitment to our support for clubs and communities. LB Education is fundamental before we roll out testing.

8.3. Board agreed to fund [REDACTED] additional and randomised tests with UKAD but education must go alongside this. DK to arrange and feedback.

8.4. DK noted the [REDACTED] way we can communicate with players directly is by evolving our membership system. SM said they'd cover this at the Finance section.

## 9. Byelaws

9.1. **Helmets:** Board reviewed byelaws proposed and approved u21, helmet and faceguard proposals presented.

9.2. **AGM:** Board also approved that the AGM should be amended in our articles to accommodate the last week in November.

9.3. Discussion took place around the AGM being a central element in our governance of clubs and competitions. As such a degree of flexibility was required around when our AGM may take place.

9.4. **Members of Honours / Patrons:** SM proposed Archie Robertson, Jim Barr, Keith Loades and George Fraser to be added as Members of Honour, and noted he had received a proposal from Hugh Dan MacLennan that Michael Bentley be added as a Patron of the Association. JMK noted that Donnie Martin from Skye Camanachd would have been an ideal candidate for a Member of Honour but SM noted that names were not added

posthumously. SM checked whether George Fraser would be a Member of Honour or a Patron. JMK noted that he had also served on the Board so a Member of Honour would be appropriate.

9.5. The Board unanimously agreed the byelaws to go forward to the AGM and the five nominees for Members of Honour and Patron.

## 10. Finance

10.1. DK shared that the THCC final was a massive success, selling out for the first time in history. He thanked Tulloch Homes, the staff, board and the volunteers

10.2. SM asked for the minutes to record the Board's thanks to all involved.

10.3. DK noted that Scottish Counselling Services were offering ██████ Health & Wellbeing support and were expected to join the Business Club. He had also had positive discussions with a sponsor about subsidising the supply of helmets if they become mandatory but this had still to be confirmed.

10.4. DK outlined the latest financial forecast with a surplus expected at the year end. DP to confirm end of year forecasts for the November Board meeting.

10.5. SM noted that the 2021 Accounts have now been approved and signed off by SM.

10.6. DK noted that the continuing discussions around racism in cricket had identified a need for SGBs to have a better understanding of the diversity of their membership. This means it is imperative that we extend the membership model being trialed by Glen Urquhart even if just offered to Premiership and National clubs.

10.7. SM agreed with this but noted that there had been issues with the trial in year one although many of the problems had been overcome in year two. DP had still to satisfy himself that the process and system worked for the Association as well as the clubs. The Board agreed unanimously for DP to decide on the extension of the trial on their behalf.

10.8. SM thanked all for feeding back to conclude annual staff pay review

## 11. Competitions

### 11.1. Seniors:

BM reported the leagues would not be completed until early to mid-November which might cause some issues with fixtures but he was still confident the leagues would complete by the end of November. He added that this might cause problems with league presentations but Astie Cameron was working hard on this and had most of them covered at present. If things changed volunteers may be required but Astie Cameron would be in touch if that was the case.

### 11.2. Youth:

WM noted that the Youth fixtures were complete with the final two competitions recently completed. The MacMaster Cup was won by Skye and was played prior to the Camanachd Cup Final while Kinlochshiel had beaten Inverness in the London Shield Final.

### 11.3. WCA:

LB gave an update in the absence of LM and KW. A very successful Finals Day had been held in early September and the WCA just wanted to say thank you to everyone who had helped make it a success. The focus was now on the leagues as they were near their conclusion.

## 12. Clubs & Volunteers

12.1. KD reported that Katie Drain held a number of events. She was also compiling a calendar of training for the next 12 months.

12.2. SM asked if a second Drugs & Alcohol workshop could be added into the calendar, along with a Sexism ██████ event. KD said she would look at this.

## 13. Heritage Paper

13.1. In the absence of RM, DK related that the Heritage committee are meeting to agree principles around the Shinty Story Exhibition. He also added that the Camanachd Cup Final in 2023 would be the last final to be held at the Bught Park before the Levelling Up renovation and building work commenced.

#### 14. A.O.B.

14.1. DK updated the Board on developments with the Women and Girls post. An advert had gone out with the location stipulated as either the Glasgow area or Argyll & Bute. This was intended to maximise the number of candidates applying so that the best qualified person for the role would be selected.

14.2. DK also noted that the byelaw relating to the postponement of a fixture due to a bereavement had already been amended mid-season as it was proving unworkable. Therefore, there was no need to revisit this byelaw at the AGM.

14.3. As there was no further business SM thanked everyone for attending and closed the meeting.

#### **Actions carried forward to the November Board Meeting (noted below)**

- Body cameras; LB advised a trial had taken place. JM to continue the trial. c/f
- Yearbook update – the draft copy is with Astie Cameron for final proofing. c/f
- 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
- LB/JM to discuss helmets being worn by goal judges with the CRA. JM to progress. c/f
- RBS Sponsorship: end of 2 year agreement, touch base with them. DK to pick up and feedback. c/f
- DP and Deborah MacPherson to arrange sage cloud alternative to current cost of accounts. c/f
- Gaelic Post going to interview. c/f
- KD / RR to create an anti-doping montage. c/f
- UHI – foundation coaching for student teachers at Badaguish pushed back to March. DK to update. c/f
- Review committee and sub-committee composition for Equality and Diversity. LB to progress. c/f
- DK to arrange a crowd funder to replace the Camanachd Cup because of its fragility. c/f
- DK to forward the final helmet report from the Sports Technology Institute from Loughborough University for Board Approval.
- DK to work with UKAD to arrange ■■■ randomised tests for season 2023.
- DP to confirm end of year forecasts for the November Board meeting.
- DP had still to satisfy himself that the process and system worked for the Association as well as the clubs. The Board agreed unanimously for DP to decide on the extension of the trial on their behalf.
- SM asked if a second Drugs & Alcohol workshop could be added into the calendar, along with a Sexism ■■■ event. KD said she would look at this.