

**The Camanachd Association (CA)  
Meeting of the Board of Directors  
Wednesday 26<sup>th</sup> July 2017  
6.00pm, Teleconference**

**Directors Present:**

Jim Barr	JB	President
Keith Loades	KL	Vice President & President Elect (Competitions)
Willie MacDonald	WM	Director (Youth)
Steven MacKenzie	SM (B)	Director (Communications)
Wendy Chamberlain	WC	Director (Co-opt)

**Staff Present**

Derek Keir	DK	Chief Executive Officer
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**Apologies:**

Jock Turner	JT	Chieftain
Daniel Palombo	DP	Director (Finance)
Siobhan Thomson	ST	Woman's Camanachd Association
Stuart MacKintosh	SM	Player Representative
Colin Cameron	CC	Director without Portfolio
Alan Clark	AC (SS)	Sportscotland Partnership Manager
Angus Macvicar	AM	Director (Officials)

**1. Welcome**

- 1.1 JB welcomed all to the meeting and extended specific welcome to WC as this was her first meeting.
- 1.2 The Agenda was agreed
- 1.3 No conflicts were recorded
- 1.4 The minutes of the previous meeting were approved (Prop KL, Seconded SM(B) )
  - MA Point 1 Membership Categories: This is on-going. School registrations to consider – **[DK]**
  - MA Point 1.5 -2.3 Affric Estate – No further update - **[ST]**
  - MA Point 2.2 Proposal being prepared for sportscotland clawback to request volunteer expenses as a further reduction in what is proposed for clawing back (£9500)
  - MA Point 3 No progress on offering insurance to broker. Still a need to clarify financial benefit to engaging insurance broker for 2018 **[DP/DK]**
  - MA 3.2 Macaulay association – request still open on all Premier teams entry to cup. **[KL]**
- 1.4.1 Actions from the previous minute
  - MA 2.3 Finance – No change to draft accounts after vetting by DP. JB signing off final accounts for 2016. **[JB]**
  - MA 3.2 Gaelic Athletic Association – DK to speak with Pat Daley about Celtic Alliance **[DK]**
  - MA 3.4 Match Balls – JB is finalising letter to clubs **[JB]**
  - MA 3.5 Helmets – JB sharing letter with WM to send before the end of the school holidays **[JB/WM]**
  - MA 6.2 DK to arrange meeting with SM to discuss player input for the Strategic Plan **[DK]**
  - MA 7.1 Presidential elections – KL has started in role as President Elect
  - MA 8.3 **[DK and JB]** meeting with Neil Thomson on the 14<sup>th</sup> August to review IT opportunities

All present approved draft redacted minutes of May 17 Board Meeting for publishing on website.

## 2. Finance\*

### 2.1 Update Paper approved.

- Figures have changed with some positive developments alongside new and additional challenges but overall the current forecast is much the same as per the May meeting. The intention is to make up some of the current deficit (£3524 against a budget figure of plus £745) via International and Camanachd Cup events. Budgets for those events are being worked on. Scheduled payments have been received from Marine Harvest and Sportscotland and the BBC Scotland invoice has been sent out.

2.2 Sportscotland - All present approved the proposal to recover reasonable expenses from Sportscotland for the 7 months of volunteer effort required to cover the CEO position after Torquil's departure in November 2016. Despite JB being full time in post during that period, Sportscotland require a formal process of recruitment in order to recognise such effort. Sportscotland have withheld a significant sum from the annual grant as a consequence. CA will now put forward a request to Sportscotland to at least cover reasonable expenses for the voluntary effort involved

### 2.3 Sponsorship

1. Marine Harvest meeting has taken place with JB, KL and DK. Discussions have progressed positively but with no commitments being made.
2. DK - to send Business sponsorship package options to WC along with the last Business Club Newsletter. [DK]
3. Scottish Building Society have decided to sponsor Scottish Woman's Football for the next three years after evaluating alternative proposals from Curling and Shinty. JB asked for feedback from the Society on what Shinty had offered but has not received any to date.
4. Sponsor required for MacTavish – DK following up [REDACTED] WC also following up a potential lead. KL confirmed [REDACTED] the scale of sponsorship previously achieved. [DK/WC]
5. [REDACTED] may be interested in cup final based in [REDACTED] – Balliemore has been discussed

## 3 Competitions

### 3.1 Update paper approved

KL presented the update paper

1. KL advised that there is time to fulfil all fixtures within season but no room for complacency.
2. Ten team leagues are the greatest challenge for completing fixtures with Oban Camanachd having the most fixtures outstanding although as usual Newtonmore and Kyles are also a concern due to success in cups.
3. KL advised that the revised fixture list is expected by 28<sup>th</sup> July.
4. The challenge faced is balancing fixtures for teams that are knocked out early in cups versus teams still in cups
5. Badenoch is the agreed venue for the North v South U21 Caol Cup.

### 3.2 International Update.

KL advised that arrangements are in hand for the International on 21<sup>st</sup> October

1. Irish squad arriving in Glasgow and being bused up to stay at the Mercure
2. Scottish squad staying in Jurys
3. Bught booked, catering booked
4. Inverness Shinty Club will help with stewarding and in return they split raffle and take profit on car park.
5. Reception dinner taking place at the Mercure hotel
6. Marine Harvest Awards dinner is now at the Drumossie hotel ( Friday 20<sup>th</sup>)
7. Sponsorship [REDACTED] have been offered U21 strip sponsorship  
KL advised that he is waiting on [REDACTED] coming back with a response [KL]
8. Potential Ladies game to be confirmed for the outside Bught in the morning leading up to the international. [DK /ST]

9. KL – Player sponsorship is key to delivering overall budget.
10. Gate [REDACTED]

### 3.3 WCA

1. JB, KL, DK met with WCA on Monday
2. Positive meeting took place to look at establishing more effective partnerships moving forward.
3. There was mutual agreement that the CA and WCA should consolidate a strategic partnership and explore the options for the further integration within the course of the 2018-2021 strategic plan.  
[DK/JB/ST]

## 4 Development

### 4.1 DK presented update paper

1. KL and JB complimented the new update paper from the Development team
2. Development team are on track to achieve targets for 2017
3. WC – Welcomed the PVG update and emphasised that this must be a critical element of our work moving forward – Other governing bodies have been through challenging time in parliament for not being on top of PVG

### 4.2 Equalities and Inclusion

1. DK shared that there have been at least three alleged examples of misconduct in his time at the CA and proposes that a reminder is shared with clubs on expected codes of conduct in regard to diversity and inclusion. [DK]
2. WC recommended evolution of the term 'Equalities and inclusion' to 'Diversity and Inclusion' as our aspiration is to treat everyone as individuals in a way that meets every individual's needs. Agreed by those present.

## 5. Officials Update

1. DK presented AM Officials Update
2. 10 clubs have still to confirm an official in line with 2016 rule change. All ten clubs have expressed commitment to nominating officials to attend training
3. DK to liaise with development team to follow up
4. A number of issues arising have been identified and should be built into strategic plan feedback.  
[DK]
5. Increased use of the CA website will be used to encourage referee recruitment

## 6. Operational Plan

### 6.1 DK presented update

1. **Effective Organisation** –
  - Consultations/ area forums are well under way to ensure the CA are a listening organisation in for development of the strategic plan
  - DK to prepare role descriptions for each director [DK]
2. **Clubs People & Places** –
  - On target to achieve 20% growth and club accreditation
  - Coach education on track
  - Match officials is rated Double Red on the risk Matrix. – DK to raise with Development team  
[DK]
3. **Partnerships** –
  - **Recent meetings with the WCA** meeting highlighted common objectives to grow the number of girls and women taking part in shinty.
4. **Youth Pathways**
  - Increased the number of youth players by 10% (125) from 1250 (baseline). Currently engaging 1454 youths (which is a 16% increase) some of whom still need to be encouraged into Club Membership.

## 5. Sustainable Business –

- Ongoing meetings are taking place with current sponsors and other proposals have been sent out to [REDACTED].
- Formal letter of thanks to Lord Smith is required for his support to the Balliemore Cup for 21 years. [DK]

## 6.2 Strategic Plan

- 32 representatives have attended Fort William, Inverinate and Inverness consultations so far including volunteers from clubs, CRA, WCA, Players, coaches and committee members. Glasgow (2<sup>nd</sup> August), Strachur (9<sup>th</sup> August) and Taynuilt (10<sup>th</sup> August)

## 7. Governance

### 1. KL has started in his role as President Elect

## 7.2 Risk Management

- [REDACTED] have been positive to date but not yet concluded.
- Referees – double red as previously highlighted.

## 7.3 Co-Opted Director Vacancies

Wendy Chamberlain has taken up Director without portfolio

## 7.4 CA website – revamped

SM (B) – Quicker we get improved website launched the better

KL – Well done to staff that have pulled this together

JB – We should target to launch as of 1<sup>st</sup> August or shortly thereafter. [DK]

## 8. AOCB

1. Finance committee recommended a [REDACTED] progression to all staff following a number of years without inflationary progression. **Supported by those present.** [DK]
2. SM (B) – How will this impact pension contributions? JB advised that the Implication will be an equivalent [REDACTED] addition to individual pension contributions and this has been factored into the budget calculation.
3. **Next Board Meeting : - 1800hrs on Wed 27<sup>th</sup> September** in Fort William

All board members are requested to keep themselves available to attend.