

**The Camanachd Association (CA)  
Meeting of the Board of Directors  
Wednesday 27<sup>th</sup> September 2017  
6.00pm, Fort William**

**Directors Present:**

Jim Barr	JB	President
Keith Loades	KL	Vice President & President Elect (Competitions)
Willie MacDonald	WM	Director (Youth)
Steven MacKenzie	SM	Director (Communications)
Wendy Chamberlain	WC	Director (Co-opt)
Daniel Palombo	DP	Director (Finance)
Siobhan Thomson	ST	Woman's Camanachd Association
Colin Cameron	CC	Director without Portfolio
Alan Clark	AC (SS)	Sportscotland Partnership Manager
Angus MacVicar	AM	Director (Officials)

**Staff Present**

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

Jock Turner	JT	Chieftain
Stuart MacKintosh	SM (A)	Player Representative

**1. Welcome**

- 1.1 JB welcomed all to the meeting and extended specific welcome to AC after his return to work.
- 1.2 The Agenda was agreed
- 1.3 No conflicts were recorded
- 1.4 The minutes of the previous meeting were approved (Prop SM, Seconded WC)
  - MA Point 1 Membership Categories: Development Team have a system in place to measure participation in schools and correlate with club membership to provide guide on potential members moving forward. – **[DK]**
  - MA Point 2 [REDACTED] [ST] confirmed that [REDACTED] not considering anything at present but may be better placed to consider in the spring
  - MA Point 3 AC confirmed that sportscotland are open to proposal for volunteer expenses up to [REDACTED] to reduce claw back [REDACTED]
  - MA Point 4 Macaulay association – KL confirmed that Davie Thomson at Macaulay has conducted survey with ten clubs responding. Macaulay are meeting next week to make decision. KL to advise on next steps **[KL]**
  - MA Point 5 JB has signed off 2016 accounts on behalf of the board
  - MA Point 6 Gaelic Athletic Association –Pat Daley postponed planned catch up about Celtic Alliance **[DK]**. DK will discuss on International weekend
  - MA Point 7 Match balls to go as a motion to change the wording in the byelaws that allows for balls to be used in line with technological development and in relation to the properties of the ball. Moving away from detail on how the ball must be made to focus on the regulation size and weight. All balls for the major cup finals this year are in line with current byelaws. JB is finalising letter to clubs **(JB)**
  - MA Point 8 Helmets – JB sharing letter with WM to send before the end of the school holidays – ongoing **[JB/WM]**

- MA Point 9 DK to liaise with Ronald Ross to identify opportunity to consult with international squad on new strategic plan. SM has confirmed he may not be able to continue in his role and we may be better served recruiting a new player representative. **[DK]**
- MA Point 10 **[DK and JB]** meeting with Neil Thomson post international to review IT opportunities
- MA Point 11 ST to send minutes from CA meeting with WCA **(ST)**
- MA Point 12 Role Descriptions to be provided by January. DK to send draft descriptions to board members who will refine in line with role. **(DK)**
- MA Point 13
- KL confirmed Willsbros as sponsors for the U21 shirt
  - Under 14s girls fixture confirmed for 1030am on the morning of the international on an outside field
  - DK sent Lord Smith letter of thanks for sponsorship. Lord Smith is attending awards evening. Accommodation to be booked.
  - Website revamp has gone well – 81% feedback has been positive with 19% highlighting opportunities to enhance new sight further or a preference for the old site.
  - ██████ pay progression has been actioned

All present approved draft redacted minutes of July 2017 Board Meeting for publishing on website.

## 2. Finance\*

### 2.1 Update Paper approved.

- Current forecast has improved slightly on July however this is variable depending on the turnout for the international and the camanachd cup final.
- VAT - De minimis– DP has run a variety of scenarios to project our capacity to stay below de minimis threshold. No scenario is projecting a long-term solution to our current status which remain on the cusp of £7500 (De minimis threshold)
- We would need to increase sponsorship by £16K this year to stay below de minimums but there is an inevitability that we will cross the threshold.
- International in Scotland helps keep costs down to access VAT threshold and stay under de minimis
- KL advised that short term administration change for insurance may not reap reward of achieving de minimis and suggested we refrain from making any change to the process of insurance collection if no direct gain could be achieved
- JB – unless de minimis allowance is increased for not for profit organisations we may never benefit from this in the future
- DP advised that budgets are on track subject to attendance at the camanachd and international.
- AM and KL advised that JB, DP and all involved have done a great job working the budget closer to break even
- RC is tracking expenses forecast for development team **(DK)**
- BBC invoice has been sent **(DK)**

2.2 Sportscotland - CA (JB) will formalise the request to Sportscotland to cover reasonable expenses for the voluntary effort involved in covering the CEO post vacated before DK appointment. **(JB)**

### 2.3 Sponsorship

- Marine Harvest meeting has taken place between JB, KL and DK. Press call being arranged for 9<sup>th</sup> October.
  - DK sent Business sponsorship package options to WC
1. DK has arranged meeting with Anderson Shaw and Gilbert on Monday 2<sup>nd</sup> October to review MacTavish Cup. KL confirmed ██████ is the scale of sponsorship previously achieved. **[DK/JB and KL]**
  2. DK to organise a meeting with ██████ who may be interested in sponsorship - ██████ has been discussed **[DK, WM, JB and KL]**

### 3 Competitions

#### 3.1 Update paper approved

KL presented the update paper

- Premier League is likely to finish in October (5 games to play)
- Caol Cup didn't take place this year due to south having challenges raising a team. U21 International training took place instead. WC – South teams generally need a bit of support to pull teams together
- KL – IN favour of maintaining current structure for Caol Cup and working with development team and south coaches to ensure team is in place for next year
- KL – Caol Cup is an independent competition from the international and should be treated as such
- DK – does it take place at the right stage of the season – Should it be earlier in the season?
- KL will pick up with competitions committee
- Appeal by Newtonmore required a huge amount of time and resource to process. Competition committee were unanimous in their decision not to approve the request for the rearranged fixture to relieve a player from suspension.
- The decision was taken to refrain from making any suggested rule changes at this time
- WC – Competitions committee went through a very robust and thorough process to reach the decision.

#### 3.2 International Update.

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

1. All to advise KL if you have any sponsors for international **(ALL)**
  - Senior and Under 21 squads have been selected
  - Announcement on Monday 2<sup>nd</sup> October
  - Budget is updated and dependent on a good gate (1000+ to achieve budget targets) and all players being sponsored (200+VAT for senior and 150+VAT for u21)
  - Concern that the Tulloch Homes Camanachd Cup is only three weeks before the international which may impact attendance
  - DK has confirmed [REDACTED] from provost's office to host civic reception which is planned for Friday 20<sup>th</sup> October at Eden Court

#### 3.3 WCA

1. ST to send copy of minute to DK from CA and WCA meeting earlier in the summer **(ST)**
  - Finals – Crowds were up and primary parade was popular and something we would like to build on each year
  - Lisa MacColl is keen to work with CA on participation across the South which has been identified as an area of concern
  - JB advised that the most common reason from consultations why individual clubs are struggling is that one or two people are doing all the work

### 4 Development

- Reports were shared and DK invited questions or comments on reports
- Short discussion took place to evolve Development Report further and include area based data on clubs to highlight where the strengths are and where the vulnerability exists across club sport as well as a more detailed context for one or two interventions to assist board to better understand impact of development work
- KL and JB complimented DK's initiative to improve communication and provide direction to staff through regular team meetings.

#### **Diversity and Inclusion**

1. DK shared Diversity and inclusion proposal with Wendy to be sent to clubs **[WC and DK]**

## 5.1 Officials Update

### 5.1.1 AM presented Officials Update

- All agreed pathway document was a big step forward and should be profiled on website
- AM requested that images are inclusive of girls and women as part of the pathway

5.2 **Referee Recruitment** – All supported a value based approach to support clubs and officials which will maintain the positive family ethos that exists in shinty. This forms a priority in the draft strategic plan based on feedback from clubs and affiliate partners (**WC, DK and AM**)

5.3 Match reports and assessor's reports needs to be shared back with clubs however in its current form this would require a huge resource to make possible. WC and DK suggested digital solution to collating information in order to manage feedback to clubs (**DK**)

5.4 **Sin Bin proposal** – raised in a number of club and official's consultations. AM to simplify language for implementing Sin Bin

5.4.1 KL suggested instead of yellow cards you get a sin bin in order to reduce the total number of yellow card offences each year. Keeping this simple for officials will be an important part of its success

### 5.5 Camanachd Referees Association (CRA)

5.5.1 JB, KL, AM and DK attended the CRA AGM

5.5.2 The CRA presidents welcome similar to the previous year detailed a derogatory report on the CA and the CA official's representative (AM) with a number of accusations. When asked to clarify rational for the report no factual rational was provided.

5.5.3 On the grounds that the CRA have for the second year continued with derogatory reports [REDACTED]

5.5.4 Given that no response has been received following a request for the minutes of the last CRA AGM meeting and a request for an apology, the CA board agreed that as from November AGM there should be no additional staff or board time prioritised on CRA business (out with their rights as an affiliate member)

5.5.5 Given the current financial climate the CA are no longer in a position to cover the bills of the CRA. They are the only affiliate association that send their bills to the CA to pay.

## 6.1 - Directors

6.1.1 Keith Loades, Daniel Palumbo and Colin Cameron have stated their desire to continue as directors

6.1.2 5 vacancies exist – WC will consider whether she can make the commitment to an elected position.

6.1.3 In addition, there is one co-opted position for a business executive who can be appointed for 3 years

## 7.1 - Motions

7.1.1 DK to write up motions for AGM and circulate to board for feedback [DK]

## 6.2 Strategic Plan

- The benefits of 3, 4 or 6 years were discussed for the strategic plan cycle
- DK to seek input from sportscotland to determine length of partnership agreement against strategy
- DK to add draft strategy to website for further club and affiliate input

## 7.2 Risk Management

- Further developments in sponsorship have reduced risk in that respect
- Messaging from sportscotland suggests increased risk of reduced grants across sport for the next cycle.

**Next Board Meeting: - 1400hrs on Friday 24<sup>th</sup> November in Fort William**

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