

**Camanachd Association Board Meeting**  
**Wednesday 29<sup>th</sup> July 2020**  
**Time: 6pm**  
**Conference Call - Teams**

**Minute of Meeting**

**1. Welcome**

a. <b>Attending</b>	<b>Apologies</b>	<b>Conflict of Interests Declared</b>
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)	Delayed	Skye Camanachd Club
4. Burton Morrison (BM) (Club Development)		GMA
5. Ross Brown (RB) (Equality)		Lochcarron
6. Willie MacDonald (WM) (Youth)		Fort William
7. Lyndsey Bradley (LB) (Officials and WCA)		Ardnamurchan and WCA
8. Roddy McCuish		Macaulay Association
9. Kirsty Deans (Schools of Shinty)		Badenoch Ladies
10. John MacKenzie (JM) (Chieftain)		Newtonmore CC and Shinty Memories
11. Richard Gall (RG) (Vice Chief)		Fort William
12. Sarah Birrell (SB) sportscotland		
13. Derek Keir (DK) CEO		

**2. Matters Arising**

- a. The board wish to note their condolences on the bereavement of past President Duncan Cameron, Mary Ann Henton (Lovat), Jimmy Cameron (Fort William), Alistair MacKenzie (Loch Carron), John MacRitchie (Lovat) and John Alick Morrison (Beaully)
- b. Minutes of last meetings - BM proposed and WM seconded minutes of last meeting as an accurate record of the meeting
- c. Matters Arising
  - i. Decanters still to be delivered for [REDACTED] DK
  - ii. Review minutes of 2019 AGM KL updating minutes

- iii. Youths have now adopted Bylaw 3.5.2 into byelaw 4 for youths. Ronald Ross is updating byelaw four on the website before Friday 31<sup>st</sup> July.
- iv. WCA, Inverness Shinty Club and Sponsorship for Referees to be added to the agenda at a future board meeting
- v. Shinty Memories now have a page on the website. DK has spoken with Hugh Dan MacLennan and explained we are keen to build Shinty Memories into new web platform in the future under Sport for Development/ Changing Lives.
- vi. KL confirmed that the Shinty Music Composition Competition is to be sponsored by Tulloch Homes. LB confirmed Claire Delaney will be one of the judges.
- vii. 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.
- viii. President Elect - Steven MacKenzie was formally confirmed as President Elect in line with Byelaw 10.10

### 3. COVID 19

DK

- a. DK provided an overview of the Staff Health and Wellbeing Survey that reported [REDACTED]  
[REDACTED] This is under constant review and during weekly and bi weekly meetings all staff are invited to share any challenges.  
KL recorded his thanks to DK and wider team for the pleasing feedback and set of results  
DK also shared that Euan McMurdo (EM) had confirmed he will be moving on in September to start his [REDACTED]. Board collectively extended thanks to Euan for his time in post and wish him well moving forward.
- b. RM – Recognised the important role that EM had played in a challenging geographical spread and suggested that this may be the opportune time to review the way we deploy the resource sighting that perhaps two officers delivering focused club development for an extended period may have more impact than the current model where resources are spread very thinly across a wide geographical area. Action - RM, DK and SB to meet and discuss the A&B role and how it may be adjusted to accommodate the needs of clubs across the local authority area.
- c. BM and KD provided an update on the Phase 3 Guidance that has been distributed to clubs. The use of infographs was a welcome addition to the detailed guidance and it was felt that this has been a positive addition to the resources. Further sharing of good practice and sample documents should be pushed out via the website and Regional staff to encourage and support club progress through this difficult period.
- d. DK provided overview of the Club Readiness Guidance and advised the next meeting is due to take place on Monday 4<sup>th</sup> August to advise on any updates following Scottish Government Announcement on Thursday 30<sup>th</sup> July.

### 4. Implications of cancelling the season

#### a. Finance

KL

- i. The 2019-year end accounts will be sent to the accountant w/c 3<sup>rd</sup> August. Forecasting [REDACTED]  
[REDACTED]
- ii. 2020 forecast has improved significantly thanks to income [REDACTED]  
[REDACTED] RB noted a massive thanks to the people in the CA who have worked to establish these relationships.
- iii. Yearbook (BOARD RECOMMENDATION endorsed SB suggestion that we offer members and supporters opportunity to 'Pay per Print' should they wish a hard copy of the year book following COVID 19 decision to make copies available online only. Aarron Macleod to follow up

with local printer and communicate with members. JF, SM and Aarron Macleod to have a follow up discussion relating to the 50<sup>th</sup> Year of Yearbook in 2021.

- b. **Competitions CONTEXT** - Competitions Short Term Working Group considered consultation responses. SM advised that the feedback largely was fine with the Status Quo and that league and cup competitions should stay the same except for the National League which should become a ten team league and reserve teams could be promoted to the national. Following further scrutiny the STWG considered the feedback to address the challenges facing clubs travelling nationally.
- BM – Cut down the number of games Great reflection on the issues we grapple with – At times we need to take lead rather than consult – Lead rather than be led.
- JF – We need to be forward thinking. We must lead and lead strongly for the wider membership
- BM board should recommend the 8 national and 8 premierships to address issue of season completion and the thousands of miles shinty clubs travel each year.
- RM – We commissioned short term working group to look at the detail and having done this they have made a recommendation. As a board we have to go with recommendation of STWG
- KL and WM – Is there a potential drift of players from local communities to top teams if clubs vote for 8 team league.
- i. Board agreed to propose 8 team recommendation to clubs WM, LB, KD, SM, RM, BM, JF, KL
  - ii. DK to advise Mowi that this recommendation is being put to members
  - iii. Board agreed that the Competition Committee are to keep under annual review the Area League Promotion and Relegation
- c. **Player disciplinary points proposal (FOR BOARD APPROVAL)**
- i. **Recommendation 1** - Following a short discussion on the pros and cons and practicalities of each option the chair of Officials, BIS and Discipline were unanimous in agreement that suspensions should be served however as recognition of the challenging year we have all had and to support playing numbers as we reactivate our sport a “Goodwill Gesture” has been extended to provide suspended sentences that will only be implemented if the Player receives another Suspension in the 2021 Season. **Board Approved**
  - ii. **Recommendation 2** - As Season 2020 has been declared Null & Void all Misconduct from 7<sup>th</sup> March would be Null & Void also. **Board Approved**
  - iii. **Recommendation 3** – Following a points reduction in 2020 the chairs were unanimous and in agreement that no additional points reduction would take place at the start of the 2021 Season. LB, JM, IM **Board Approved**
  - iv. **Managing Misconduct in Area Leagues if they start in 2020 - Recommendation 4** – Trial 10 minute sin bins to replace yellow cards in friendly area leagues between now and the end of the season to deter misconduct and equally to remove risk of suspensions carrying forward into 2021. Following short discussion on the pros and cons the **Board Approved**
  - v. **Recommendation 5** - Any suspension for two yellow cards, points accumulation or red cards would be served in Area Leagues, any misconduct reported and not served would be subject to Disciplinary Committee. **Board Approved**
  - vi. **Disciplinary Committee / Behaviour in Sport Committee Sanctions extending into 2020. Recommendation 6** - 3 special report cases were due to conclude during season 2020 Recommendation is that this should continue to 2021 due to the severity of the circumstances. **Board Agreed**
  - vii. **Recommendation 7** - Unanimous agreement that no Player Transfer would be required for the Local Area Leagues. **Board Agreed**
- d. **MOWI Conference & Awards** - RB and KD offered to represent board and support coordination of Mowi Shinty Conference
- e. **Youth Shinty** **WM**

- i. Local Leagues planned for U14s and U17s when it is safe to do so.
- ii. All clubs will be consulted early August when it is clearer when and what clubs will start up.
- iii. North South 14 and 17s would conclude the league

**5. Equality and Inclusion**

**RB**

- a. Three new policies on Flexi Working, Coaching Pathway and Bullying were approved by the Board? subject to adjustments being made to the coaching model pathway diagrams. RB confirmed via meeting chat that there is an annual/ regular review of policies built into each of policies.

**6. Board and AGM**

**KL**

- a. President Elect – Steven MacKenzie has been confirmed
- b. 2021 Directors – SM and JF will step down as Directors to ensure full director rotation is possible. JF is entitled to stand for election for a further three years and SM is standing for President.

**7. AOCB**

a. **Bught Park Feasibility Park**

**JF**

JF confirmed Malcolm was leading on business support side but JF will pick up and have update for next meeting.

Board agree to invite Inverness Shinty Club to the next meeting?

b. **Caman Makers – Vulnerability (Private and Confidential)**

KL shared [REDACTED]. It was requested that this was kept for board discussion only at this time. The [REDACTED]

[REDACTED] requesting that Board consider if they might approve the new equipment.

Action - Board recommend that Caman Making group consider (Graham Cormack and Aarron Macleod) the pros and cons of [REDACTED] and feedback to the next Board Meeting. – Byelaws state that equipment would need to be approved by the board