

Camanachd Association Board Meeting
Wednesday 30th September 2020
Time: 6pm
Conference Call - Teams

Minute of Meeting

1. Welcome

a. Attending	Apologies	Conflict of Interests Declared
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)		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 (Argyll and Bute)		Macaulay Association
9. Kirsty Deans (COVID Guidance, Schools of Shinty)		Badenoch Ladies
10. John MacKenzie (JM) (Chieftain)		Newtonmore CC and Shinty Memories
11. Richard Gall (RG) (Vice Chief)		Fort William
12. Kate Forbes (Cabinet Secretary for Finance)		
13. Derek Keir (DK) CEO		Staffing, Job Support Scheme

2. Minutes of last meeting – Approved by Seconded by BM

3. Matters Arising

- a. The board wish to note their condolences on the bereavement of past President of the Camanachd Referees Association John Sloggie, Donald Maclean (Lovat), John MacMillan (GMA, Tayforth), Kenny Pearson (Oban Celtic), Tommy Wade (Kingussie), BM advised after the meeting that Angus Ferguson (Glasgow Mid Argyll*) had also sadly passed away.
- b. Board also wish to recognise and thank Euan McMurdo for his time in post as Regional Development Officer

4. **2019 Accounts** – KL Presented 2019 accounts in draft. KL to share finalised accounts for board approval in advance of November AGM (KL)
5. KL welcomed Kate Forbes (Cabinet Secretary for Finance) to the meeting and introduced board.
6. DK Presented an overview of work to date and the landscape moving forward.
Synopsis - From the very outset in March we sought to reduce our outgoings and managed to secure a number of payment holidays on outgoings which included returning a lease car and obtaining payment holidays on 3 vans, office photocopier and office rent. In addition we (government) put a freeze on staff travel which we have sustained and will be encouraging the distance working model in line with government guidance for a while yet but it should be said that online practice has served us well during this period and will enhance our efficiencies beyond the term of the pandemic. We have accessed the small business support grant and furloughed scheme in April for three members of staff (not being allowed to furlough any more due to government funded posts for CEO and the rest of the Development Team). Most recently we have put a freeze on recruitment following A&B Development Officer departure and seconded Events and Operations manager [REDACTED].

In spite of all this and the incredible support afforded we are still facing a forecasted loss this year in the region [REDACTED] and a challenging forecast for next year albeit this is mitigated somewhat if shinty as planned goes ahead in 2021. Incredibly we have secured a full complement (at this time) of [REDACTED] should the season go ahead however like any other business we are planning and preparing ourselves for two scenarios – one that goes ahead and the other if it doesn't. Board are of course planning for every eventuality as best we can and recognising that we may even end up somewhere in between a best and worst case scenario.

Actions agreed were

- a. DK to write detailed letter to Joe Fitzpatrick (Minister for Sport)
- b. DK to share pitch and facilities estates plan including UHI support for shinty with KF
- c. KF supported the suggestion of a more robust collaboration with schools to deliver shinty in the Highlands and across Shinty Heartland areas. DK to follow up with KF
- d. KF confirmed she would relay suggestion of [REDACTED] youths being allowed in one car however the guidance is clear that this is currently not allowed to help facilitate the return of youth sport in rural communities where transport is essential.
- e. KF advised she was happy for CA to promote her attendance on our call

7. 2020 Accounts

- a. Office – Entire board were in favour of vacating the Camanachd Association Office at the earliest opportunity to mitigate risks moving forward – All in favour
- b. RM suggested we consider looking into income from [REDACTED]
RM and DK to follow up
- c. All in favour of seconding existing staff member to cover A&B following Euan MacMurdo departure. DK advised that we have flexibility with investment that would support this and RM advised he would anticipate support from A&B also.
- d. Membership Subscription – The move to subscription was welcomed by all. Further consultation was recommended before any fees are finalised. JF advised consultation and presenting options to member clubs will provide platform for best possible outcome. LB requested consideration is given to student population and their capacity to pay subscriptions. The tone of the communication on this is going to be vital to attain buy in from clubs. **DK**
- e. [REDACTED] – To be offered to all as option but board were unanimous in desire to protect staffing, morale [REDACTED]. Position to be reviewed in January. **DK and KL**
- f. SM requested that Aarron Macleod/ Paul Macarthur profile article on Macron following purchase of strips for WCA (DK)

8. Competitions SM

- a. Respondents were in favour of status quo for league structure
- b. SM drawing up plans for 2021 (Re-drawing cups for sponsor ██████████, plan A league fixtures as is and plan B will be abbreviated version)
- c. BM requested that we hold on to feedback for future purposes as we consider competition structure. SM confirmed this will be available and on record.

9. Strategic Priority

- a. A&B - RM chaired meeting with A&B working group. Reviewed how other sports delivered support in A&B. We have a clear need to have more focus and less geographical spread which may mean we require more than one person to cover the entire geographical areas. A focus on enhancing numbers with skilled volunteers on committees will be a priority. RM excited by the challenge and sees no reason why we cant move shinty forward.
- b. Collaboration (UHI, HIE, Highlife Highland) **DK**
 - i. Board approved ██████████ with Highlife Highland and UHI. DK to confirm details when finalised.
- c. Equality and inclusion. RB thanked board and staff for engaging with Equality and Inclusion training. Graham Cormack and RB will present for intermediate approval with the Equality Standard in December **RB**
- d. Pitches and Facilities
 - i. KL requested Board Meeting with Inverness Shinty Club
 - ii. JF confirmed Bught Park Feasibility study is commencing having secured Highland Council and HIE funding. Upon the completion of the feasibility study the CA will be in an informed position to agree next steps for the Bught park
 - iii. DK confirmed that following meetings with CEO Highlife Highland that Inverness Shinty Club second pitch is now being moved to desired location adjacent to the stadium pitch. This has been a long term aspiration that CA have supported being achieved.

10. AOCB

a. Caman Makers

DK presented that initial tests comparing a wooden caman to the ██████████ were planned to include testing on stick flexibility: Compatible bend in the camans/ Stress test: Applying sideways pressure on the caman to highlight breaking points and output upon breaking and Impact: Caman to caman. DK advised Caman to ball may have to be longer term research.

Board requested a paper is prepared with all of the above and should include in some form clarity on the impact the new stick has on the distance/ speed of the ball/ swing. BM requested that the report should also have affordability with comparisons to other camans. The risk of moving away from traditional ██████████ was also discussed. DK advised that whilst there is great history and heritage to the ██████████ it is not a pre-requisite material in our byelaws. If we ignore technology and innovations then we are at risk of ignoring development and a solution to the at risk skill of caman making.

b. Kenny Thomson Presidents Caman

Name of all presidents since Kenny to be presented to ██████████ and profiled KL