

**The Camanachd Association (CA)**  
**Meeting of the Board of Directors**  
**Wednesday 25<sup>th</sup> July 2018**  
**6.00pm, Fort William**

**Directors Present:**

Keith Loades	KL	President
Steven Mackenzie	SM	Director (Competitions)
Daniel Palombo	DP	Director (Finance)
Angus MacVicar	AM	Director (Officials)
John Finlayson	JF	Director (Comms and Facilities)
Jock Turner	JT	Chieftain
Sarah Birrell	SB	sportscotland
Wendy Chamberlain	WC	Director (Club Development and Child protection)
Willie MacDonald	WM	Director (Youth)

**Staff Present**

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

Lyndsey Bradley	LB	Director (WCA)
Lisa McColl	LM	WCA
Deborah MacPherson	DM	Finance & Admin Manager
Colin Cameron	CC	Director (Coaching)

**1. Matters Arising**

- a. KL extended special welcome to Sarah Birrell
- b. The board would like to record their condolences to the family Andrew Dignan
- c. No Conflicts of Interest were noted regarding the agenda and starred items
- d. 3.3.3 Next steps on Sage software (DP) – no change but DP is meeting sage in the coming weeks to review what deal the CA can access. **(DP)**
- e. DK, KL and SM attended International catch up with WCA
- f. 8.1 - Show racism the red card has been organised for October. Board support this initiative
- g. Redact May minute **(KL and DK)**
- h. WM and AM proposed and seconded minutes

**2. Strategy Progress**

- a. DK provided update on progress toward targets in operational plan. A number of targets are on track with a few RAG rated reds being followed up through team meetings, one to ones and portfolio groups. Portfolio groups to pick up detailed discussions on prioritised areas **(DK)**
- b. SB offered to share link to protected characteristics support organisations **(SB)**

**3. Finance**

- a. Only once achieved income of over ██████████
- b. Expenditure forecasting ██████████
- c. Additional ██████████ has come in from Argyll and Bute Council
- d. Reduced the expected income for the Tulloch Homes Camanachd Cup due to two north teams being in the final

- e. Also removed ██████ grant from Argyll and Bute ward budget
- f. Forecasted surplus

**Risks identified**

- g. Membership Fees we are forecasting high however ██████ risk on forecast
- h. Highland Council Ward funding ██████
- i. Potential pay rise
- j. ██████ pay rise would be about ██████ extra
- k. ██████ for international may be a risk (KL requested that we check previous)
- l. If risks pan out we would be facing a loss
- m. Corporation tax is now due ██████ (If we make similar profit in 2018 as we did in 2017 we would be required to pay in the region of ██████)
- n. Action - Split forecast figures between trading and non-trading to figure out tax liability for 2018 **(DP)**
- o. Board agreed that the staff deserve pay increase. Finance committee to advise % **(DP)**
- p. Send Liberty letter of thanks for the Balliemore Cup Final **(KL)**
- q. Profit for year 2017 ██████ – Target reserves levels are ██████ so we are above where we need to be however we are conscious of the risk on sponsorship loss so reserves to include capacity to absorb loss of sponsor for one year.

**4. Competitions (SM)**

- a. Fixtures are progressing well with no significant pressure on completing the fixtures.
- b. North Division 1 will come to a conclusion first. Potentially 11<sup>th</sup> August
- c. South Division 1 and 2 is slightly imbalanced in terms of number of teams.
- d. North 2 has the greatest pressure on fixtures however no real panic
- e. South Division 2 exploring 3<sup>rd</sup> round of fixtures
- f. SM and KL attending MacAulay Cup Final
- g. Aberdeen Considine Sutherland Cup final will take place at the Dell
- h. Caol Cup will be played on the 1<sup>st</sup> September at Invergarry plus an International Training Session. Attempts were made to connect this to the WCA final however travel time for south teams impacted this.
- i. Civic Reception after the International will be from 6pm in the Town House
- j. It is the 30<sup>th</sup> anniversary of the international coming back to Inverness. SM looking into possibilities of how this may tie into this year's International Fixture
- k. Board approve Dell as the Sutherland Cup location

**5. Communications and Facilities**

- a. DK and JF have a meeting with MSP Kate Forbes and Jim Steven on the 31<sup>st</sup> July to look at support for engaging more schools in shinty and specifically on the 2<sup>nd</sup> September
- b. Jim Steven to send out invite to all schools regarding the 2<sup>nd</sup> September
- c. JF and DK attended UHI Case Study who evaluated how the CA are marketing themselves. Case study made simple and relevant recommendations to promote the game and helping more visitors and wider audience attending games. To do this we need resources. 125 Year Logo has evolved with Dynam input
- d. Facilities – 8<sup>th</sup> June JF and DK met Highlife Highland to look into sustainable future of Bught Park. Local members agree that this vision and shinty needs to be home for shinty. Hybrid pitch was discussed.

- e. Funding Profile would aim to include Highland Council, Common Good Fund, sportscotland.
- f. JF organising meeting with Provost and Vice Provost, Highland Council, Inverness Shinty Club to review what we all want for the Bught and aiming to take the opportunity to sell the game.
- g. Inverness Shinty Club have looked into asset transfer for the Bught Park however have intimated desire to be round the table for discussions
- h. JF reiterated need to invest in communications for things to progress and grow
- i. Board agree ████████ to end of Financial Year for Comms role
- j. KL requested that JF continues progress with the Bught but also looks into continuing conversations with Oban and south facilities. **(JF)**

## 6. Youth

- a. Schools competitions primary and secondary completed
- b. MacTavish Juvenile – Fort William Kingussie
- c. Development Camp went well with 74 participants.
- d. U17 Scotland Match won both matches during tour
- e. Schools Camanachd Association Forum on the 2<sup>nd</sup> September
  - i. Clean sheet of paper – How do we get more people involved in shinty (KL)
  - ii. Local, regional, national competitions
  - iii. JF we need to be inclusive of communities that don't have shinty drivers in locality, teachers and schools need to be involved.
  - iv. Potentially there needs to be Clubs and School pathway
  - v. Board keen to be involved to in the SCA to ensure that the SCA has the capacity to support the positive evolution of the game to ensure more kids can play. WC not about passing the buck. It is about ensuring development.
  - vi. Press – Misleading information in the press. BBC article presented a balanced article

## 7. Club Development and Child Protection

- a. WC provided overview of club development data
- b. Club Development Portfolio group met for the first time on the 30<sup>th</sup> June. First meeting took place with apologies from Alan Clark and Pam Colburn. The next meeting will take place on the 30<sup>th</sup> September and WC is expecting representative attendance from across the country following input from the Development Team.

## 8. Disciplinary Short Term Working Group

- a. AM to liaise with WM to prioritise recommendations from STWG **(WM and AM)**

Proposals included

- b. Trialling sin bin may be useful to demonstrate how it could work in shinty
- c. It was suggested that the consultation found that some of the challenges facing officials stem from the side lines and that a collaborative approach to touchline behaviour may be part of a solution to the recruitment of officials. A tailored Positive Coaching Scotland workshop was discussed and request was made to look at roll out to develop a collaborative between clubs and CA to manage touchline behaviour – **(DK)**
- d. Disciplinary procedure is long – if people plead guilty to charges could they could get sanction quicker
- e. Officials to be advised of outcome of disciplinary when special report and meeting are called. **(DK)**

- f. Clubs to nominate officials and two club goal judges
  - g. 34 clubs (14 currently provide one match official), 20 clubs provide none.
9. **Aberdour** (WC declared conflict on letter from)
- a. CA recognised timeline of notice may have been greater
  - b. Aberdour engaged in Indoor Finals on the same basis and refute having to submit a team under Aberdour Primary Schools when not many or any of the players come from that school
  - c. Acknowledgement the application should not have been accepted but looking forward at the wider issues to discuss at the meeting in September
  - d. A competition is required for teams that can't comply with 150 rule
  - e. Regional approach required to rules however this may prove to problematic to enforce.
  - f. Discussion centred around the apparent need for Club Competitions and separate School based competitions
  - g. KL thanked Aberdour for contacting CA to discuss in more detail. KL to advise Keith Chamberlain of board discussion **(KL)**
10. **AOCB**
- a. KL advised of a serious incident involving a member at the Lewis v Uist match. AM agreed to find out the detail and advise. **(AM)**
  - b. Camanachd Cup – JF and WC can't attend (All others in attendance confirmed attendance)
  - c. International – WM can't attend (All others in attendance confirmed attendance)