

DRAFT  
ANNUAL GENERAL MEETING  
OF THE  
SCOTTISH ARCHERY ASSOCIATION  
HELD ON  
SATURDAY, 19 NOVEMBER 2022  
BY ZOOM

Jennifer Griffin, Chair	Present at Scottish Squad Day and joined
Lyndsay Noon, CEO	AGM through one link:
Craig Lindsay, Finance Director	
Jules May, Director of Digital	Cairn Boyd
Fiona Hirst, Director of Member Engagement	Shay Boyd
Alison Ross, Director of Equality	Lucy Coutts
Rikki Bingham, Director of Athlete Progression	Linda Dallas
Shabaz Khan, Independent Director	Kerstin Elmendorff
Ross Morrison, Director of Safeguarding	Gareth Fleming
Gordon Hall, Glasgow Archers	Frank Hynds
Elizabeth Imrie, Penicuik Archers	Scott Jamieson
Paul Stewart, East Kilbride Archery Club	Olivia Kendal
Gillian Imrie, Penicuik Archers	Isobel Killin
Stephanie Hall, Glasgow Archers	Michal Kozera
Richard Radigan, Ayr Archery Club	Kaitlyn Lodge
Elayne McLean, Penicuik Archers	Eleanor MacDonald
Caroline Buchanan, Bannockburn Bowmen	Bill MacKay
Judith Forbes, Bannockburn Bowmen	Nathan Macqueen
Sandie Graham, Falkirk Co of Archers	Hannah Maison
Brian Imrie, Penicuik Archers	Sam McKnight
Moira Taylor, Falkirk Co of Archers	Joshua McMillan
Phyllis Pettett, Falkirk Co of Archers	Iain McMillan
Lance Hawker, Penicuik Archers	Zoe Moore
Debbie Geddes, Lethen Archers	Callum Newlands
Ashley Addison, Falkirk Co of Archers	Artur Pacut
Kirsty Robb, Direct Member	Craig Paterson
Michael Mather, Glasgow Archers	Laura Paterson
Muriel Kirkwood, Pentland Archers	Oksana Peterson
Iain Yuill, East Kilbride Archers	Jonathan Phillips
Tony Laduss, Falkirk Co of Archers	Keith Radigan
Claudine Jennings, Edinburgh Uni Aumni	Cameron Radigan
Kathleen Male, Lochside Bowmen	Richard Radigan
Colin Hargreaves, Lasswade Archers	Frank Schallmoser
Bob Provan, Links Archers	Alastair Shields
Adelle Fleming, Lasswade Archery Clubs	Rod Smith
Ged Laing, Ayr Archery Club	Kristin Ward
Sarah Birrell, sportscotland	Ann Ward
Alan Martin, Pathways Manager	Ainsley Ward
Bill Hogg, Club & Coaching Dev Manager	Ian Wilson
Robert Clark, Communities & Workforce Dev	
Jacqui Dunlop, Safeguarding & Op Mng	

### 1. CONFIRMATION OF MEETING BEING QUORATE

It was confirmed that there were enough votes and people present to allow the meeting to commence with quorum being 92.5 with 128 votes submitted and there being more than 20 people present.

### 2. APOLOGIES

Apologies were intimated on behalf of Allan Winter, Perth Archery Club, Elaine Pearson, Borderghost Archery Club, Mike Pearson, Borderghost Archery Club and Andrew Kelly, Moray Archers, Frank Hynds, Linwood Archers, Mark Briegal, ArcheryGB and Bill Hogg, Club and Coaching Development Manager

### 3. WELCOME BY THE CHAIR

The Chair welcomed everyone to the meeting. She reported that it has been a good year for Scottish Archery, with the launch of the strategy and the strategy roadshows taking place with over 70 people attending these nationally. Thanks were expressed to those who had attended and contributed to the process.

Scottish Archery presented to sportscotland just ahead of last year's AGM and following this there was an increase in investment from sportscotland. Thanks were expressed to sportscotland and to Sarah Birrell, Partnership Manager for their support. The additional funding from sportscotland has allowed the CEO post to be supported in partnership with Scottish Archery and has also increased development staff funding including the appointment of Robert Clark, as Community and Workforce Development Manager.

Scottish Archery has also had increased investment from ArcheryGB which has contributed to the staffing posts within the organisation. Thanks were expressed to ArcheryGB for their support and Scottish Archery looks forward to the continuing partnership with them.

Lyndsay Noon, CEO and Robert Clark were welcomed to the organisation. Thanks were expressed to Vincent Bryson, the previous CEO, for his work and contribution to the organisation. Thanks were also expressed to Pip Tucknott who had stood down as a Director during the year.

A highlight of the year was Scottish Archery hosting the Commonwealth Archery Championships Europe (CACE). This was a fantastic weekend, with great weather and positive feedback from other nations who noted that it should be the template for all future events. Thanks were expressed to the Tournament Organisers Group and especially to Curtis Hirst for the organisation of the event.

Jen Griffin noted that Scottish Archery had committed to doing a review into the Commonwealth Championship selection at the start of 2021 and the review had started. However, due to some of the feedback coming from the interviews the individual leading the review suggested for it to work best for Scottish Archery, they felt that they were not the most appropriate person to lead it. Scottish Archery are seeking to appoint someone else to lead the review and are currently finalising this.

#### 4. MINUTES FROM THE 2021 AGM

It was proposed by Alison Ross, East Kilbride Archery Club, and seconded by David Hutton, Glasgow Archers that the minutes of the AGM held on 21 November 2021 were a true record.

Frank Schallmoser noted that his comments from the 2020 AGM had not been recorded and felt that these minutes were not correct as he felt that when Moira Taylor stepped down as the Director of Coaching a new Director of Coaching should have been appointed and this was not recorded. Jen Griffin noted that this question had been covered previously, and that it was also answered at one the Member Forum, that the coaching was now covered by a staff member as it was operational and reported into the Board through the Director of Development position.

Unfortunately the 2020 AGM minutes could now not be amended as they had been approved, but Frank Schallmoser's comments were noted and recorded in 2022 AGM Minutes.

#### 5. MATTERS ARISING FROM MINUTES OF 2021 AGM

There were no matters arising from the 2021 AGM.

#### 6. APPROVAL OF ANNUAL ACCOUNTS TO 31 MARCH 2022

The Annual Accounts for the year to 31 March 2022 had been circulated. Thanks were expressed to Karen Henderson and FourM for the preparation of the Accounts.

Ged Laing asked what the current bank balance of Scottish Archery was now and Craig Lindsay, Finance Director confirmed that it was £109,331.

It was proposed by Michael Mather, Glasgow Archers and seconded by Bob Provan, Links Archers that the Annual Accounts for the year to 31 March 2022 be adopted.

#### 7. APPROVAL OF ACCOUNTS INSPECTORS FOR 2022-2023 (FOUR-M, ACCOUNTANTS OF DUNDEE)

It was proposed by that FourM be appointed as Account Inspectors for 2023-24. There were 123 (97%) votes in favour of the motion and 4 (3%) votes against. FourM Accountants were duly appointed. Thanks were expressed to FourM for their support.

#### 9. APPROVAL OF FEES FOR YEAR 2023-2024

The Board of Scottish Archery proposes the following Changes to the membership Fee for Scottish Archery. With effect from the start of the Membership Year starting on 1 October 2023, the following fee changes are proposed:

	Current Fee	Proposed 2023 Fee	EAST	NORTH	WEST
<b>OCTOBER - SEPTEMBER</b>					
<b>Direct Members</b>					
Direct Member Senior (25yrs and over)	£30.00	£32.00	£2.00	£3.00	£3.00
Direct Member (18yrs - 24yrs)	£30.00	£32.00	£2.00	£3.00	£3.00
Direct Member Family Senior (25yrs and over) *	£15.00	£17.00	£2.00	£3.00	£3.00
<b>Associate Members</b>					
Club Member Senior (25yrs and over)	£28.00	£29.00	£2.00	£3.00	£3.00

Club Member Senior (18yrs - 24yrs inclusive)		£18.00	£19.00	£2.00	£3.00	£3.00	per head	
Club Family Members (Senior) *		£14.00	£15.00	£2.00	£3.00	£3.00		
Club Member (over 60 yrs)		£21.00	£22.00	£2.00	£-	£3.00		
Student (Not in student club)		£18.00	£19.00	£2.00	£3.00	£3.00		
Archer with a Disability (Senior)		£12.00	£13.00	£2.00	£-	£3.00		
<b>En Bloc</b>								
Student Club (One fee covers all)		£72.00	£74.00	£2.00	£3.00	£3.00		
Junior Club (One fee covers all)		£42.00	£44.00	£-	£-	£-		
School Club (One fee covers all)		£42.00	£44.00	£-	£-	£-		
Scouts/Uniformed Groups (One fee covers all)		£42.00	£44.00	£-	£-	£-		
<b>Juniors</b>								
Juniors (All categories outwith junior club)		£11.00	£12.00					
Junior Family Member *		£6.00	£7.00					
<b>Other</b>								
SAA Life Member		£-		£2.00	£3.00	£3.00		
<b>APRIL TO SEPTEMBER</b>								
<b>Direct Members</b>								
Direct Member Senior (25yrs and over)		£15.00	£16.00	£2.00	£3.00	£3.00		
Direct Member (18yrs - 24yrs)		£15.00	£16.00	£2.00	£3.00	£3.00		
Direct Member Family Senior (25yrs and over) *		£7.50	£8.50	£2.00	£3.00	£3.00		
<b>Associate Members</b>								
Club Member Senior (25yrs and over)		£14.00	£14.50	£2.00	£3.00	£3.00		
Club Member Senior (18yrs - 24yrs inclusive)		£9.00	£9.50	£2.00	£3.00	£3.00		
Club Family Members (Senior) *		£7.25	£7.75	£2.00	£3.00	£3.00		
Club Member (over 60 yrs)		£10.50	£11.00	£2.00	£-	£3.00		
Student (Not in student club)		£9.00	£9.50	£2.00	£3.00	£3.00		
Archer with a Disability (Senior)		£6.00	£6.50	£2.00	£-	£3.00		
<b>En Bloc</b>								
Student Club (One fee covers all)		£36.00	£37.00	£2.00	£3.00	£3.00		
Junior Club (One fee covers all)		£21.00	£22.00	£-	£-	£-		
School Club (One fee covers all)		£21.00	£22.00	£-	£-	£-		
Scouts/Uniformed Groups (One fee covers all)		£21.00	£22.00	£-	£-	£-		
<b>Juniors</b>								
Juniors (All categories outwith junior club)		£5.50	£6.00					
Junior Family Member *		£3.00	£3.50					
<b>Other</b>								
SAA Life Member		£-		£2.00	£3.00	£3.00		

There were 78 (61%) votes in favour of the motion and 50 (39%) against. The motion that the fees were increased were duly Approved.

#### 10. DIRECTOR VACANCIES ON THE BOARD

- a) Director of Membership Engagement – it was proposed that Fiona Hirst be appointed as Director of Membership Engagement. There were 121 (95%) votes in favour and 4 (3%)

votes against. There being no other nominations Fiona Hirst was duly elected as Director of Membership Engagement.

- b) Director of Athlete Progression – it was proposed that Rikki Bingham being appointed as Director of Athlete Progression. There were 119 (93%) votes in favour and 7 (5%) votes against. There being no other nominations Rikki Bingham was duly elected as Director Athlete Progression.
- c) Director of Equality – it was proposed that Alison Ross be appointed as Director of Equality. There were 122 (95%) votes in favour and 5 (4%) votes against. There being no other nominations Alison Ross was duly elected as Director of Equality.
- d) Director of Digital – it was proposed that Jules May be appointed as Director of Digital. There were 107 (84%) votes in favour and 20 (16%) votes against. There being no other nominations Jules May was duly elected as Director of Digital.
- e) Independent Director – it was proposed that Shabaz Khan be appointed as Independent Director. There were 115 (90%) votes in favour and 10 (8%) against. There being no other nominations Shabaz Khan was duly elected as Independent Director.

Jen Griffin clarified the earlier point which Frank Schallmoser made. There used to be Director of Coaching position on the Board, which was latterly held for 6 years by Moira Taylor. Moira Taylor did a fantastic job in the role, but when Scottish Archery did the new strategy, and the work which had previously been done by Moira Taylor, it was felt that it an operational role rather than a Board role. Bill Hogg took on the coaching responsibilities within his role and his role changed to Club and Coach Development officer. Coaching reports into the Board through the Director of Development, which is currently vacant, but as it wasn't filled at the AGM the Board will now look to fill the position.

She reiterated that there is nothing underhand going on, but sometimes when there is a new strategy Board positions will change to reflect this.

#### 11. SUBMITTED QUESTIONS FROM THE MEMBERSHIP

The undernoted questions were submitted in advance by the membership:

- a) **David Swart- Will the SAA be issuing date bars again to archers who have represented Scotland?**

Yes we will organise this and an appropriate way to deliver them, whether this is an awards day/evening or posted out.

- b) **Debbie Geddes- Are there any date badges given out to the people who represented Scotland at CACE 2022?**

Yes we will organise this and an appropriate way to distribute them, whether this is an awards day/evening or posted out

- c) **Erik Robotham- The Fees Proposal document does not explain what the rationale is for the proposed increase in fees. Explanation of why the proposal is being put forward would help members make an informed vote.**

The fees haven't increased since 2018. Due to ongoing increase in general costs globally the Board felt that there was a need for a small increase. The level of increase was considered by taking into account the current cost of living crisis.

**d) Ged Laing- when the association changes from Club organisation of SAA events, to running it themselves. Can we have a cost analysis of how much more money this has cost**

The main costs from the TO's group running event are the indoor weekend, CACE and Tour finals. It doesn't necessarily reflect more money being spent because we would always look to limit losses to clubs from running these events anyway. The costs associated with these events are in the current financial year so will be included within the accounts for next years AGM. Roughly though the indoor weekend made a budgeted loss of around £800, CACE and the tour finals cost around £5000 to run (over and above the income received).

**e) Ged Laing- why did 4 directors terminate their directorships on the same day?**

This didn't happen, any directors that stepped off mid term did so at different points. 3 Directors stepped off at the 2021 AGM due to coming to end of term and one Director stepped off earlier this year.

**f) Ged Laing - when accounts have not been officially audited. up to March!!!! and the members have lost over £25K of our funds, we should have full open display of the accounts. using clauses of small business is totally unacceptable.**

We go through a process of having our accounts verified by an independent 3<sup>rd</sup> party (FourM for the past few years). We also have governance audits through sportscotland currently run by KPMG to ensure everything we do is up to standard and this includes finances and financial policies and procedures. The additional spending in the accounts shown is due to a variety of reasons: Less membership income being received and a large part of that being given back to clubs to help support them through covid, staff costs increased, more was spent on training coaches and leaders and more on events and squads a lot of this being due to not having much of that activity over the previous 12 months due to Covid restrictions. If you want those audited there would need to be a change to the articles and the cost of auditing would be around £5k. should the membership want to do this it can be proposed at the next AGM.

**g) Ged Laing- will this be the last zoom meeting for an AGM?**

No, using an online platform allows us to engage with a much wider cross section of the membership. However, Scottish Archery May look at hybrid options in the future

**12. MESSAGE FROM THE CHAIR**

I'd like to take this opportunity to announce that this will be my last AGM as Chair of Scottish Archery. The organisation will go out to recruit an Independent Chair in January if not before. I will remain in post to Conclude a couple of key pieces of work but an interim Chair from within the Board May be appointed until the new Chair is in place.

I have enjoyed so much of my time with Scottish Archery, some of the key highlights for me have been leading the organisation to record investment from **sportscotland**. Recruiting an outstanding Board, working with a talented and knowledgeable staff team and meeting some incredible volunteers.

I'd like to thank the members who I have met along the way. Your positive comments and constructive criticism have been beneficial, and your warm welcome to a non archer is greatly appreciated.

However, there have been some unfair, untrue and disgusting things said about me in various settings including social media by a small number of members. Not just me, but the Board and staff team. I'd like to remind everyone that all Board members are volunteers. We don't get paid for our time we dedicate to the sport, we do it for the benefit of archery and the members. What the Board has had to deal with in the last 18months has been more than most Boards will go through in their history.

It has been hard to watch the reputation of individuals be tarnished by rumours fuelled by deceit, self gain and lack of accountability . Everything this Board has done, has been done with the best of intentions, but it would seem that this isn't enough for some.

To be clear, the Board have no issues in receiving or dealing with criticism, but what we would welcome is a solutions focused approach. To constantly try to "catch out " the board and staff team and regularly condemn every action and decision made - yet never put yourself forward to be part of the solution or Board to effect change is disappointing to say the least.

I joined the Board as I was aware of the progressive and forward thinking work that was going on previously . I wanted to be part of that journey. Sadly it has been made abundantly clear to me, that a small, yet noisy group of members don't see a place for me here -yet are not willing to put themselves forward to take on any roles within the organisation to effect change. This can be seen in the lack of uptake on the Board positions which are available this year.

With that said, I will end my term how I started in November 2020 by saying it is a privilege to be the Chair of Scottish Archery and while that remains true, the actions, words and lies of a small group of members have made it impossible for me to continue my role here.

I wish everyone in the sport every success and I will continue to be a supporter of the sport and organisation from the background.

Lyndsay Noon, responded on behalf of Scottish Archery, I would like to thank Jennifer for the 2 and a half years she has dedicated to the organisation as volunteer Chair. As Jennifer mentioned there has been a considerable amount of volunteer time and effort applied over the past year to ensure archery is a positive place for everyone. This cannot overshadow Jen's overall contribution to Scottish Archery as Chair. In Jen's time she has led Scottish Archery to the highest level of investment from Sportscotland and further strengthened the bond between AGB. As well as contributing a great deal to the new strategy, Jen has worked tirelessly to ensure the board of directors are competent and confident in leading the organisation and in meeting Scottish Archery's business goals. Jen was a key driver in the bid to improve member engagement and will leave behind a legacy of greater involvement from board volunteers at key SA events. She has been a mentor to her fellow volunteers as well as the staff team and will be a great loss to Scottish Archery.

As Jen steps down we now have the very difficult job of finding a replacement. To continue to strengthen our sport, we need to attract experienced and knowledgeable people, volunteers with values that align to that of Scottish Archery. It's so important then that we work

collectively to continually ensure archery is a positive, forward thinking, supportive and fun place for existing members, volunteers and staff, and to attract new people into our sport.

There being no other business the Chair closed the meeting at 10:56