MINUTES
SCOTTISH ARCHERY ASSOCIATION
BOARD MEETING
TUESDAY, 23 SEPTEMBER 2025
BY TEAMS

Present **Board Members**
John Nicholson, Chair (JN)
Alex Cameron, Director of Compliance (AC)
Angela Hunter, Director of Safeguarding (AH)
Ainsley Ward, Director of Connections (AW)
Rebecca Leigh, Director of Equality (RL)

Non-Board Members
Lyndsay Noon, Chief Executive Officer (LN)
Lindsay-anne Kendal, Company Secretary (LAK)
Lorna Callan, Partnership Manager, sportscotland (LC)
Jonny Roy, Pathways Manager (JR) – Items 1-3
Euan Murray, Club Development Manager (EM) – Items 1-3
Robert Clark, Community and Workforce Development Officer (RC) – Items 1-3

1. WELCOME AND APOLOGIES

The Chair welcomed everyone to meeting. Apologies were intimated on behalf of James Ross, Director of Systems and Nathan Macqueen, Director of Athlete Progression, Kenneth Ramsay, Director of Finance

2. CONFLICT OF INTEREST

There were no conflicts of interest noted.

3. DEVELOPMENT STAFF PRESENTATION

Jonny Roy, Pathways Manager, Euan Murray, Club Development Manager and Robert Clark, Community and Workforce Development Officer gave a presentation on Increasing Junior Membership. The Board discussed the barriers as they saw them: lack of awareness, cost of archery equipment, how do juniors know about Archery; accessibility to clubs; clubs worried about Safeguarding; clubs not accepting U14 or insist parents stay for entire session; perception that children a danger on the range and require a large amount of supervision; as membership is low in clubs there are no other juniors in clubs to socialise with; need more structure following beginners courses;

JN noted that the presentation had opened his eyes on great work being done and the numbers of young people being exposed to Archery. He explained that the work now was to get the Clubs to take some of the ownership and remove some of the barriers.

EM provided an update on the Club Development Framework, followed by an update by Robert Clark on the Ready Steady Shoot Programme.

AC noted that the Articles says that Scottish Archery are there to promote the sport of Archery in all forms. RC explained that the programme can be used with older people, mental health groups, social enterprises as well as juniors.

EM provided an update on the membership packages which were being proposed.

AC suggested that all juniors should be given a low cost membership and it was agreed that there would be a further discussion on membership categories and AC noted that it was important to keep it simple.

RC noted that it was important to also recognise the Leaders/Tutors who were delivering soft archery.

JR provided an update on the newly formed Youth Panel which allows young people to have a say in decision making and give young people a voice within Scottish Archery.

The next steps is a Ready Steady Shoot Working Group which has already started, get Youth Panel input, Club Mapping Tool provided for Clubs, provide a Junior Club Development Fund and a Ready Steady Shoot Programme Development.

JN noted that it was a good and informative session and JR, EM and RC were thanked for their presentation. JR agreed to circulate the presentation. (*Action JR)*

4. MINUTES OF MEETINGS OF PREVIOUS MEETINGS

It was proposed by Ainsley Ward and seconded by Rebecca Leigh that the minutes of 5 May 2025 were a true record.

It was proposed by Ainsley Ward and seconded by Rebecca Leigh that the minutes of 3 June 2025 were a true record.

It was proposed by Alex Cameron and Angela Hunter that the minutes of the meeting of 23 August was a true record.

5. MATTERS ARISING FROM MINUTES OF 23 AUGUST 2025

It was noted that all actions had been completed or being worked on.

6. COMMERCIAL PLAN

AW gave a presentation on the Commercial Plan for the Strategic Period 2025-2029 and explained that the reason for preparing the Plan was that over 70% of the Scottish Archery income is derived from sources outside the control of Scottish Archery. It was noted that Scottish Archery are being pushed to do more with less, with costs increasing and external funding remaining static or falling. An area which AW noted may be of further investigation is the setting up of a Charitable Trust.

JN noted a concern with a Charitable Trust and Scottish Archery would have to have a clear view on why its current structure that exists today was it chosen over creating a charity AW noted that it would be two organisations rather than changing the organisation structure to a Charitable Trust. JN noted concern in the additional volunteers which would be needed to run the Charitable Trust. AC felt that the Board would need a lot of education, but it was an attractive proposal and would facilitate income generation.

JH thanked AW for his interesting presentation. It was agreed that a sub-group would be formed to take this forward and AC agreed to be involved along with LN. AC also noted that this was a medium to long term vision, but a short-term plan for sponsorship to generate income in the short term was also required to give a financial cushion. (*Action AW, LN, AC)*

LN had circulated to the Board template for Board members to ask for funding. LN and LC agreed to liaise on other SGBs who are also going down a similar route and if there could be any learnings. (*Action LN/LC)*

7. AGM

LN noted that planning is well underway for the AGM with adverts having been issued for the Director of People vacancy, along with the Finance and Equality Directors. Draft resolutions had been circulated to the Board and AC/LN agreed to liaise on the resolutions to ensure compliance with the Articles. (*Action AC/LN)*

LN noted that the Development Team's presentation would be recorded and issued to the Clubs as part of a video including those who have started their Archery through soft archery to explain the rationale of the Ready Steady Shoot initiative.

The resolutions as discussed were approved by the Board.

Rebecca Leigh (Director of Equality) and Kenneth Ramsay (Finance Director) have indicated that they would stand as Directors having previously been co-opted. JN noted that if any Director wished to take up the position of Chair he would be happy to have a discussion with them.

It was agreed that JN, AC and LN would meet prior to the documents being issued to discuss the AGM paperwork. (*Action JN, AC and LN)*

8. SAFEGUARDING

AH reported that there are no ongoing Safeguarding cases.

9. AOCB

a) Staffing – it was agreed that the there would be a staff Christmas lunch.

b) Draft Accounts – LN noted that there was a surplus in the accounts and would circulate a proposal on how this could be used along with the draft accounts. (*Action LN)*

c) Transgender Inclusion – RL noted that the EDI sub-group are working on a Transgender Inclusion in Competition paper, will have focus groups and will put out to members for consultation.

d) Companies House – LAC asked for those Directors who had yet to confirm their identity with Companies House to do as soon as possible and confirm with LAC. (*Action All)*

e) Youth Panel – AH confirmed this was progressing.

16. <u>FUTURE MEETINGS</u>

AGM – 22 November 2025 (online)

ACTION LOG

No.	Name	Action	Date
1.	JR	Circulate Presentation	ASAP
2.	AW/LN/AC	Form Commercial Planning Sub-Group	ASAP
3.	LN/LC	Liaise on other NGB who formed Charity Arm	ASAP
4	AC/LN	Liaise on Resolutions/Articles	ASAP
5.	JN/AC/LN	Meet to discuss AGM paperwork prior to issue	End October
6.	LN	Circulate draft accounts and proposal for surplus	ASAP
7.	All	Complete Companies House ID check	ASAP