

DRAFT  
ANNUAL GENERAL MEETING  
OF THE  
SCOTTISH ARCHERY ASSOCIATION  
HELD ON  
SATURDAY, 20 NOVEMBER 2021  
BY GO TO MEETING DUE TO COVID-19 RESTRICTIONS

Jennifer Griffin, Chair	David Hutton, Glasgow Archers
Vincent Bryson, CEO	Kerstin Elmendorff, Largs Archery Club
Craig Lindsay, Finance Director	Frank Schallmoser, Largs Archery Club
Moira Taylor, Director of Coaching	Elaine Maclean, Lasswade Archery Club
Lindsay Booth Director of Development	Norrie Maclean, Lasswade Archery Club
Bob Provan, Director	Adelle Fleming, Lasswade Archery Club
Pip Tucknott, Director of Performance	Steph Blakey, Lasswade Archery Club
Caroline Buchanan, Director of Safeguarding	Curtis Hirst, Links Archers
Jules May, Director of Digital	Jackie Walker, Links Archers
Craig Murray, Abbey Archers	Linda Dallas, Links Archers
Richard Radigan, Ayr Archery Club	Kathleen Male, Lochside Bowmen
Sandie Graham, Balbardie Archers	Simon Wakefield, Milnes Archery Club
Eric Taylor, Banchory Archers	Andrew Kelly, Moray Archers
Judith Forbes, Bannockburn Bowmen	Gillian Imrie, Penicuik Archers
Mike Pearson, Borderghost	Lance Hawker, Penicuik Archers
Elaine Pearson, Borderghost	Brian Imrie, Penicuik Archers
Jamie Cutts, Broch Archery Club	Muriel Kirkwood, Pentland Archers
Mark Forrester, Clyde Archers	Allan Winter, Perth Archery Club
Marie Paton, Clyde Archers	Simon Garforth, Perth Archery Club
Pam Duncanson, Direct Member	Mark Briegal, Chair, ArcheryGB
Bill Mackay, Direct Member	Sarah Birrell, sportscotland
Douglas Jardine, Direct Member	Alan Martin, Pathways Manager
Alison Ross, East Kilbride Archery Club	Bill Hogg, Club Development Manager
Erik Rowbotham, Edinburgh Uni Alumni	Jacqui Dunlop, Administrator
Helen Munro, Falkirk Company of Archers	

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 80 with 119 votes submitted. Thanks were expressed to everyone who had submitted votes ahead of the meeting.

2. APOLOGIES

Apologies were intimated on behalf Phyllis Pettett, Agnes Dunsmore, Ged Laing and Frank Hynds.

3. WELCOME BY THE CHAIR

The Chair welcomed everyone to the meeting and she noted that it was a privilege to have been appointed as Chair last year and continues to be so. It has been another tough year again due to COVID, however there have been some real highlights throughout the year. The Annual Report had been distributed, and a video summary was played for those in attendance.

Thanks were expressed to ArcheryGB for their continued support and Jen Griffin noted that there is a great relationship with them and that Mark Briegal, the ArcheryGB will be speaking following the AGM.

Congratulations were expressed to Nathan MacQueen in being selected for the Tokyo Olympics. Jen Griffin noted that sadly some archers had passed away throughout the last year and condolences were expressed to their families.

Thanks were expressed to the Board and Staff team who had a challenging, busy and ever changing year. Thanks were also expressed to those Scottish Archery members who were on committees, noting that it made a huge difference to the sport.

Over the year work has been done on the new Strategy for the sport and a presentation will be made to sportscotland on the new Strategy along with an investment ask, as is normal every year. Thanks were expressed to sportscotland for their support. Jen Griffin personally thanked those who had been part of the committee, Vincent Bryson, Alan Martin, Jules May, Kevin Pringle along with herself. Thanks were also expressed to the rest of the Board, staff and members for their contribution, especially to those who fed back into the process through the survey and focus groups, it was very helpful and hopefully the membership will see this implemented in the final strategy.

Three directors were stepping down from the Board at the AGM and thanks were expressed to Caroline Buchanan, Bob Provan and Moira Taylor for their contribution to the Board and archery in general. Thanks were also expressed to Kevin Pringle who had stood down earlier in the year due to personal commitments.

#### 4. MINUTES FROM THE 2020 AGM

It was proposed by Moira Taylor, and seconded by Kathleen Male that the minutes of the AGM held on 21 November 2020 were a true record.

Frank Schallmoser noted that some answers to questions raised at the 2020 AGM were not provided on the day but given later.

#### 5. MATTERS ARISING FROM MINUTES OF 2020 AGM

There were no matters arising from the AGM last year.

#### 6. APPROVAL OF ANNUAL ACCOUNTS TO 31 MARCH 2021

The Annual Accounts for the year to 31 March 2021 had been circulated. Thanks were expressed to Karen Henderson and FourM for the preparation of the Accounts.

Craig Lindsay reported that the accounts were not as bad as had been anticipated, but it may take up to three years for the effects of COVID to be known. The turnover has dropped by £20,000 which is mainly due to the membership fees coming down and the club recovery fund payments. There will be a Club Recovery Scheme in place for next membership year, but not at the same level and hopefully affiliation fees will increase. Expenditure was not as much due to there being less tournaments, squad activity and travel due to COVID and expenditure may increase in 2022, and hopefully back to normal by 2023.

Net funds of Scottish Archery only dropped by £2,000 in the year, which considering the challenging year is not bad. Reserves are at a good level to cover ongoing costs.

The CEO's hours were increased from .2 to .4 over the year and this was approved by the Board which accounted for the increase in wage costs. Eric Taylor asked why they had been increased? Craig Lindsay explained that it was a challenging year and the staff worked hard. If there had not been an increase a lot of the activity may not have happened and going forward it is important to have a good staff base to go ahead with the Strategic Plan and come out of the other side of covid and recover. Vincent Bryson explained that a number of the staff posts receive whole or significant funding from sportscotland, with only the CEO position funded by Scottish Archery.

Mark Forrester asked by Scottish Archery did not furlough staff? Craig Lindsay explained that due to the staff positions being funded by a government organisation, this was not allowed, as it would have been two sources of government funding which was being used.

Craig Lindsay also explained that reserves had been used but that is what they are there for, for a problem situation, they are there to help the organisation get through and to ensure staff are kept in jobs so when you get through there is a strong footing in place to move the organisation forward.

Bill Mackay asked about the membership rebate for direct members and Vincent Bryson agreed to liaise with him on the rebate scheme. (*Action Vincent Bryson*)

It was proposed by Jules May and seconded by Alison Ross that the Annual Accounts for the year to 31 March 2021 be adopted.

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

It was proposed by that FourM be appointed as Account Inspectors for 2022-23. There were 117 (98%) votes in favour of the motion and 2 (2%) votes against. FourM Accountants were duly appointed. Thanks were expressed to FourM for their support.

#### 9. APPROVAL OF FEES FOR YEAR 2022-2023

It was proposed that the fees were retained at current levels. There were 116 (97%) votes in favour of the motion and 3 (3%) against. The motion that the fees were retained at current levels was duly approved.

#### 10. DIRECTOR VACANCIES ON THE BOARD

- a) Director of Safeguarding – it was proposed that Ross Morrison being appointed as Director of Safeguarding. There were 114 (97%) votes in favour and 4 (3%) votes against. There being no other nominations Ross Morrison was duly elected as Director Safeguarding.
- b) Finance Director – it was proposed that Craig Lindsay be appointed as Finance Director. There were 115 (97%) votes in favour and 3 (3%) votes against. There being no other nominations Craig Lindsay was duly elected as Chair.

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

## Presentation by Mark Briegal – Chair ArcheryGB

Mark Briegal thanked Scottish Archery for inviting him back, noting that the relationship with Scottish Archery is great and that Neil Armitage, the ArcheryGB CEO, talks regularly to Vincent Bryson and he speaks to Jen Griffin on a regular basis. The aim will be to keep improving the relationship as both organisations have the same aim, in getting people shooting arrows.

Mark Briegal gave a presentation on ArcheryGB's Strategy covering the period 2021-2026.

Main points:

- **Vision** – enriching lives through archery
- **Values** – value people for who they are the contribution they make; choose to work and learn together; strive for excellence; always act with integrity
- **Mission** – our mission is to rebuild, reimagine, and represent archery in the next five years

On top of normal day to day activity, there are six core strategic areas:

- **Membership Structure** – an effective and efficiency governance and delivery for the whole sport, with a member centric membership offer.
- **Empowering Workforce** – connections that engage, recruit and support the thousands of people who create opportunities for archery to happen.
- **Diversity Throughout** – a diverse and inclusive organisation that enables everyone to be themselves and develop in a way that suits them.
- **Archer Recruitment** – A revitalised club network, rebuilding from the damage of covid-19. New Groups, partnerships, places that increase the breadth of our archery communities.
- **Digital First** – putting digital transformation at the heart of what we do, leveraging technology to modernise systems and resources.
- **Pathways and Podium** – redefine GB performance archery and be the pioneers on the world archery stage.

Bill Mackay asked if ArcheryGB are going to continue to use Sport80 and Mark Briegal confirmed that they are working with them to improve the system. He understood that it needed to be improved and that it is key to their digital transformation. Bill Mackay noted that there are other providers available, and this was noted however Mark Briegal explained that Sport80 are saying the right things and understand the issues.

Douglas Jardine asked how ArcheryGB can support a Pathways in Scotland if there is not a performance centre just now. Mark Briegal explained that there is different investment bodies and that does make things trickier however they are looking at the concept of regional high performance centres where people from specific clubs can get higher level coaching. ArcheryGB are aware of the situation and he confirmed that absolutely there should be a high performance centre in Scotland. Vincent Bryson explained that he and Alan Martin had spent a day at Lilleshall last week and met various members of staff and had good discussions, which the Scottish Archery board will develop.

He noted that the systematic stuff will come quicker, but in terms of bricks and mortar you need partners to make that happen, and Edinburgh University has been very open and honest on the potential.

Mark Briegal was thanked for his presentation.

The Chair asked if there were any other matters which members would like to raise?

- a) On-line Membership Platform – Alison Ross asked if Scottish Archery will be moving to an online membership platform in the future? Vincent Bryson confirmed that there is a membership review, and the top priority for Scottish Archery is transforming the member experience and doubling down on membership. This had been discussed at the recent ArcheryGB meeting and the aim will be to develop something which is unique for Scottish members and as harmonious as possible with other systems. It was noted that Scottish Archery does not get external support for this so it may take longer to implement.
- b) Commonwealth Team – Mark Forrester noted that application for the Commonwealth Team did not follow normal procedures for archery, which was sports based, but this time there had been the inclusion of a planned exercise and training plan. He felt that this had caused anger and unrest with the archers and the complaint was brushed aside. He noted that someone had been put out of archery because of it.

Vincent Bryson explained that the disciplinary hearing was not related to the Commonwealth Selection procedures and as these proceedings had not concluded this could not be discussed as they were serious allegations.

The selection criteria used was the Commonwealth Games Scotland's criteria which included being top 6 in the Commonwealth Games or likely to be in the future. Alan Martin confirmed that in order to select a team to meet the criteria Scottish Archery has to be forward looking hence the reason that standard high performance tools, such as training diaries, performance plans were asked for because the Scottish Archery didn't have anyone who could finish top 6, that's why the criteria was evidence based. There was recognition that Mark Forrester did not like this selection criteria.

Vincent Bryson explained that when it comes to selection there is a publicised appeals window and two appeals were received. A letter was received a number of weeks later, although not by those who had gone through the appeals process. The letter raised a complaint against staff members and this was investigated by two Board members and the CEO and were unfounded. Vincent Bryson reiterated that no one was suspended from Scottish Archery based on that correspondence or any public social media page. Jennifer Griffin explained that there will be a robust investigation into the selection procedures and also following the disciplinary procedures, as is normal within any organisation.

Eric Taylor asked why the Commonwealth Team selection was changed from a Home Nations Selection criteria to a new criteria for the Commonwealth Team and when previously asked he had been told it was due to the criteria of Commonwealth Games Scotland. He said he had contacted Commonwealth Games Scotland and they said they didn't have one. Vincent Bryson shared with the AGM the selection criteria which is available on Commonwealth Scotland website, noting that this was the criteria that Scottish Archery followed. Alan Martin confirmed that it was the selection criteria of Commonwealth Scotland which was followed and explained that if Scottish Archery's performance model was looked at, and which had been presented at

the performance road shows, there are two strands. There is the Representative Strand and the Great Britain Strand. The Home Nations criteria is on the Representative Strand as it is scored based and ensures that full teams are sent to the competitions. The Great Britain strand is performance based and for doing well in the future on the Great Britain performance pathway.

Eric Taylor asked why new criteria was drawn up which was different from the Home Nations. Alan Martin explained again about the two strands, Representative and Great Britain. The Great Britain Strand is based around performance behaviours, including training diaries, which shows an athlete understands where the journey in the sport is going, where an athlete is in relation to Great Britain teams, Olympics, Para-Olympics so all that is in place. He explained that in high performance sport this is standard and all athletes at the top of their sport will have it in place to track their journey and use for analysis.

Jen Griffin concluded the conversation by explaining that no one person made the decisions, it was done by a panel. The process was followed, but as mentioned previously a review of the process will be carried out. If anyone wanted more explanation Alan Martin would be happy to discuss further and members were free to contact him about this.