

SCOTTISH GYMNASTICS ASSOCIATION
NOTES OF ANNUAL GENERAL MEETING
HELD VIRTUALLY VIA ZOOM
ON SUNDAY, 20 SEPTEMBER 2020 AT 1:00 PM



Present and Proxy: See list at end of the minutes
Apologies: See list at end of the minutes
Minute taker: Lara Gregson, Executive Officer, Scottish Gymnastics

Doc McKelvey (Scottish Gymnastics CEO) opened the meeting at 1.08pm and thanked members for attending.

Brian Ewing (Chair of Scottish Gymnastics) began by extending his personal welcome and thanks to everyone for taking the time to attend this quite historic meeting – the first ‘virtual’ AGM in 130 years of Scottish Gymnastics.

Brian was delighted, and indeed felt very privileged, to have been appointed Chair of Scottish Gymnastics in July of this year and very much looks forward to working with the gymnastic community as we continue our journey to become a world class governing body.

Brian looks forward to leading Scottish Gymnastics through this next phase of its ambitious and exciting strategic plan. To achieve continued success, we will have to galvanise the efforts of everyone involved in our sport – the athletes, parents, volunteers, clubs, and Scottish Gymnastics staff – in finding innovative and creative ways to maximise the potential and performance of our sport in the years ahead.

Undoubtedly, we are all working in uncharted territory at this time. The global Covid pandemic has had an unprecedented impact on all our lives and sport has not been exempt from this disruption. It has been a most challenging six months for everyone, and the effect of the virus has significantly impacted on our clubs, our gymnasts, our events, and our programmes. As we have witnessed in recent days Covid will continue to impact society in the weeks and months ahead and as a sport we will need to be flexible and adaptable in our response. Importantly we must continue to promote sport in general, and gymnastics in particular, as part of the solution in moving forward.

Brian continued to say he has been overwhelmed by the passion, commitment, and dedication of those working across our sport in these difficult and challenging times. He commended the work of our Scottish Gymnastics team and our clubs in maintaining activity throughout the ‘lockdown’ period and for planning thoroughly for the phased return of gymnastics while securing the safety and wellbeing of all involved. He has no doubt that working together we will overcome these challenging times – there is light at the end of the tunnel and although it will not be a smooth journey, he is confident we will soon return to the level of activity we would all wish for.

Brian hopes that he can count on your continued support in what will be a difficult period and very much looks forward to working with you all, and to hopefully meeting with you personally in the not-too-distant future.

Brian advised that for the AGM to be quorate there was a current requirement for a minimum of 43 member clubs, in addition to the individual and honorary life member categories, to be present or to have submitted their vote by proxy i.e.

Membership type	Total votes as at 20 September 2020	25% requirement	Voting members attending	Votes by proxy	Quorate Yes/No
Clubs (169) 2 votes each	338	43	27	29	
Honorary life member	26	7	0	3	
Individual member	8	8	7	1	
Total	372	58	34	33	Yes

The outcome is that this meeting is quorate, and resolutions can be considered. Minutes will be taken and once reviewed, uploaded to the Scottish Gymnastics website. A list of those present and apologies received is available at the end of these minutes.

Approval of Previous Minutes

The AGM Minutes of 22 September 2019 had been previously circulated to members and the minutes were approved. Andy Youl proposed, and Ian Chambers seconded the minutes.

Chair's Update

Brian welcomed Ian Chambers as interim Chair for 2019-20 to deliver the Chair's report.

Ian opened his update by saying it's fair to say that the last year has been an absolute roller coaster for everyone and Scottish Gymnastics has certainly not been immune to what's been going on. 2019/2020 (pre-lockdown) yet again saw an incredible number of people involved in our sport in Scotland. With over 32,000 members, not to mention the vast number of additional supporting parents. We had a full events calendar and yet again our gymnasts across the disciplines represented on the world stages. 2020 was set to see this continue to an even higher level before the world pressed the reset button for us all.

Starting back at last year though, there were some significant changes in our organisation:

Scott Harper stood down as Chair after seven years at the helm. Scott's contribution to Scottish Gymnastics as Chair over that period was immense. Leading an organisation that was struggling with so many aspects to one that is setting the standard for Scottish sports, Scott's timeless energy and commitment were fundamental to that evolution.

You will recall that at last year's AGM we reported that we had been unable to identify a candidate to replace Scott with the skills and attributes we were looking for to lead us through the next stage of our evolution. However, as a result of the second round of recruiting we have been delighted to appoint Brian Ewing as our new Chair. Brian brings with a vast amount of experience in the sporting environment and he has leapt straight in with gusto at an incredibly difficult time. We are lucky to have him onboard and we wish him every success in his time as Chair.

Technical Director Peter Boucher and Finance Director Adele Tolometti also stepped down from the Board this year as Finance Director and Technical Director respectively. Both have provided excellent service over many years to the organisation, so our thanks go to them both. Their invaluable input will be missed, but Ian was delighted to say that Zoe Frost has taken up the role of Finance Director and we are presenting nominations to fill the vacant role at today's AGM.

Last summer Euan Lowe left after five years as CEO to take up a new role with Scottish Swimming. He left with our very best wishes and thanks for an excellent contribution to Scottish Gymnastics. We were however delighted to appoint Doc McKelvey in his stead. Doc has picked up the reins with aplomb, continuing with the work in train, but also bringing in some new fresh views on how to manage the organisation.

Of particular note, this year we have sought to enhance our relationships with **sportscotland** and British Gymnastics. Both organisations are key stakeholders too, it is important we look to work with them, both at desk and organisational level, and we are already seeing benefits to us through support for our membership analysis and joint response to Covid.

Having worked very closely with Doc, Lara Gregson, Steve Paige, Sam Hendrikson and Simon Taaffe at the start of the Covid crisis Ian said he had been hugely impressed by Doc's leadership, and the strength and resolve of the whole of the Senior Leadership Team. Our organisation really does have an excellent management team in place and on behalf of the Board Ian thanked them all for their efforts, particularly over the last six months.

A key in year challenge has been the budget. Part way through the year we identified shortfalls in membership and development projects which needed intervention. We have however been left with a significant end of year shortfall (c£100k). Careful financial management has been at the core of the organisational development over the last few years, so this was disappointing. However, Ian is confident that we have established the right level of rigour in our processes to avoid a repeat scenario.

The challenges facing the organisation surpass anything we have seen in the last seven years. The impact of Covid-19 on you our member organisations has been immense, and it is also presenting significant challenges for the Scottish Gymnastics budget again in 2020/21.

On top of this we also now have the very serious follow through of issues raised because of the Athlete A documentary. Whilst we cannot comment on any of the cases being considered, please be assured that we take this incredibly seriously.

More than ever, now is the time that we need to pull together to ensure the continued success of our sport such that we can continue to give so many opportunities to thrive to so many people in our communities. The focus for the Board is providing a safe environment for our athletes and supporting our clubs through the recovery from Covid-19 as sport re-opens for business.

Finally, Ian thanked the thousands of coaches, parents and volunteers who give up so much of their time to allow our clubs to develop and thrive. The value of your support and commitment, where, without your contribution, the impact which is delivered every day in our sport would not be possible. Thank you all.

Brian thanked Ian for his report and for his outstanding work as interim Chair and acknowledged the personal support provided by Ian throughout the transition period.

CEO Update

Brian invited Doc McKelvey to provide his CEO update.

Doc confirmed that we launched our annual report last week and would encourage you all to take a bit of time to look through the revamped report. The pictures and sections written by members really tell the story of the year. Doc continued to say he would however like to mention a few of the highlights and challenges before briefly touching on where we find ourselves currently.

Doc's highlights started with how particularly pleasing it was to see another nine clubs move into their own dedicated gymnastics facilities taking the total to 52 and he was delighted to help Meadowbank open their new facility, the 50th club to do so.

The establishment of the youth forum providing a greater voice for our young members and the mental fitness project and podcast series featuring Scottish Olympians have also been significant events.

New programmes were launched in acro, tumbling, DMT and rhythmic and events started on a high with Scotland hosting the first Home Nations tournament for acro and artistic gymnastics. Unfortunately, ended with the cancellation of the artistic champs because of Covid-19.

However Scottish gymnasts, coaches and judges continued to perform on the world stage, highlights including

- The Acrobay trio of Erin Henderson, Sacha Muir and Chloe Rowlands winning bronze in the Acrobatic European Champs
- Kim Beattie winning DMT silver with team GB at the World Championships and
- Pauline Smith being recognized at the Stuttgart artistic world championships with a Gold Diploma from FIG for outstanding service as an international Judge.

Membership, as of 30 September 2019 hit an all-time high of 32,390 with growth continuing across all member categories. As we moved into the 2019-20 membership year however, we did see a slowdown in membership growth and numbers were looking to be similar to the 18-19 year with a forecast around the 32,000 mark, this was below target and at the end of March 2020 the figure stood at 28,000. As you will see this resulted in a budget deficit as the growth over previous years had been expected to continue. Again, the Covid-19 lockdown resulted in next to no increase from March and the September 2020 year end figure standing at 28,500.

It will be no surprise for you to hear that 2020-21, so far has been full of challenges. When we shut up shop at the end of March no one expected the situation to continue for three months, never mind six. Like all businesses this has given us financial challenges, but we are regularly forecasting and are confident we can come out of the situation as strong as we possibly can. Whilst membership income is slower than usual as we start the 20-21 membership the support from clubs and individuals is fantastic.

The spotlight has also unfortunately been on the sport with concerning reports regarding safeguarding and wellbeing. After Athlete A we encouraged members to speak up and continue to do so to allow us to take action where necessary. This has resulted in an increased number of reports which we are looking into and supporting anyone with concerns. We continue to work towards ensuring a positive, safe and enjoyable environment for all involved in Scottish gymnastics.

Finally, Doc to thanked everyone involved in gymnastics, staff, clubs, coaches, judges, technical panels and gymnasts. The welcome he has have received has been fantastic and the passion and commitment is there in abundance. Doc believes Covid-19 has only served to strengthen the resolve and looks forward to continuing working together as we return our sport over the months ahead.

Brian thanked Doc for his report and provided the opportunity for any questions. Question was asked around what the percentage increase there has been in reports of speaking up after the Athlete A documentary. Doc confirmed that Athlete A aired in June and for a couple of months after there was an increase in reports, with around 20 reports but not 20 different cases as some relate to the same investigation.

Another question was asked around the six-figure deficit that has come from drop in membership, and what measures are in place to combat this. Doc explained that we will touch on this in finance reports. It's not entirely from membership and the board had also decided to invest in the sport using some of the reserves. The deficit budget was forecast for the year and we have come in just over that budget. The current year is a challenging year financially with the activity that has been cancelled and will result in a drop in income. We have taken steps to address that and taken advantage of government schemes and also lowering expenditure with not having the activity and working closely with our finances as the situation changes. The end of this financial year is not entirely sure yet as there are some unknowns when we will get back to education and events. We are doing everything we can to come out of this as strong as possible.

Brian provided further thanks to Doc for his outstanding leadership over a very challenging period and unprecedented times. He also acknowledged the work of the Senior Leadership Team and Scottish Gymnastics staff for their outstanding efforts on behalf of the Scottish Gymnastics membership.

Finance Update

Brian invited Zoe Frost (Finance Director) to present Scottish Gymnastics financial statements and accounts.

Zoe shared on screen the financial statements for all to see. The accounts and annual report are on the Scottish Gymnastics website. Zoe explained the income was £2,394,000 which came from sportscotland funding which is 30% grant, 40% commercial income including course fees, competitions and Gymfest and the remaining 30% is membership fees. This is up due to the front loaded sportscotland grant phasing and an increase in staff recruitment to work on our participation offering. Commercial income has slowed as Doc mentioned. Total costs of £2.5m which are direct costs to gymnastics activity and central costs for staff and overheads. Over 50% of the cost base is spent on gymnastics activity, with 38% as staff costs and 11% overheads. Costs are up as we invested in staff, IT systems and gymnastics programme improvement and enhancements on the national performance programme as an example.

Zoe invited any questions to herself or Simon Taaffe (Head of Financial and Commercial).

A question was asked about the £228k drop in the cash in the bank figure. Simon explained that some of that cash is the membership received for the rest of the year, we also paid out more invoices on 30 March than previous years. The main indicator is the main income and expenditure to show the difference. A further question asked what the error was with insurance. Simon explained that the invoice is for the full year up front compared to previous quarterly invoicing which has not greatly changed from previous year.

Brian extended his thanks to Zoe and particularly Simon for their work in managing the financial aspects of Scottish Gymnastics activity.

Annual membership fees

Brian moved on to the resolution for the recommendation of the Board that there be no increase in membership fees for the forthcoming year 2020-21 was proposed. Members were invited to vote using the poll option within zoom.

Lara Gregson confirmed based on votes received at the meeting and by proxy, the resolution was approved.

Election of the Company's accountants/auditors

Brian then proposed the resolution for the approval of Henderson Loggie as Company accountants and auditors for a further year. Members were invited to vote using the poll option within zoom. Lara confirmed based on votes received at the meeting and by proxy, the resolution was approved.

Consideration of any other Resolutions

Brian then progressed to the four ordinary resolutions for consideration and approval.

Following the recruitment process for Non-Exec Director, the Board nominated Claire Bath for this position. Claire, as well as having experience in communications and marketing in her professional life, was chair of Fyrish Gymnastics Club and currently sits on the board of youth highland and the ledge. Claire is looking forward to supporting Scottish Gymnastics and its brand development to

grow its membership engagement. Further details were provided in the bio circulated prior to the meeting. Members were invited to vote using the poll option within zoom.

Lara confirmed based on votes received at the meeting and by proxy, the resolution was approved. Brian passed on his congratulations to Claire.

There were two nominations from the gymnastics community for the General Director role: Wendy Lucas and Ruth Wilson. Many of you will know Wendy from Hamilton GC, she has been involved in gymnastics for over 23 years and has a huge passion for gymnastics for all. Wendy wants to be this voice and use her passion and motivation to help Scottish Gymnastics promote this sometimes-forgotten side of the sport.

Ruth is our other nomination. Ruth is currently chair of the Rhythmic technical panel and has over 25 years' experience within the gymnastics community. Ruth also has over 10 years representative board experience with a focus on member communications and can see a real cross over between sport and business.

Full details on each nominee were provided in advance of the meeting. Members were invited to vote using the poll option within zoom. Voting was for one or other of the candidates.

Lara confirmed based on votes received at the meeting and by proxy, Wendy Lucas was successful, and the resolution was approved.

Brian congratulated Wendy and extended his thanks to Ruth for her application.

With the voting for new Board Directors complete, Brian took the opportunity to thank Oli Barsby, whose term of office has come to an end, for his outstanding and invaluable contribution to the Scottish Gymnastics Board over some eight years. Our thanks and best wishes to Oli.

The final resolution was for the approval of the Technical Committee Regulations. The paper outlining the proposed changes had been circulated previously. Brian invited Doc to provide a brief summary of the rationale and the process to date.

Doc explained that the Technical Panels are currently operating under regulations that were approved at the 2014 AGM. Since that time, we have been carrying a number of vacancies across most of the panels. Throughout that time the panels and staff have been in discussion and it was clear there was a consensus that it was time to review the regulations and structure of the panels. In March we got some staff, board directors and panel members together and agreed to move forward with this piece of work. The changes are all about improved communications and bringing everyone involved in the sport and the delivery of the sport a little bit closer. We have reduced the numbers to four members on the committee, There will be greater connection with staff to the committees with staff attending each of the committee meetings and more communication with the wider discipline community on an annual basis and at least one discipline forum review each year where we can gather feedback on the wider discipline programme including pathway and events. The formation of the new Joint Technical committee would feature the chair of each committee and senior staff and directors from the board. The change of name from panel to committee symbolises the change to the structure and the process going forward.

Brian invited any questions.

One member said that only have four members on the committee was too risky and could result in less diverse thinking

Doc explained that we have carried vacancies in all panels since the panels began in 2014. With the committees working with staff and operating closer together, this will combat the reduction from six to four.

Question was asked about the role of sub committees to gather thoughts. Doc explained there is the opportunity to bring additional members on to the committees for long term pieces of work, and women's can have two competition coordinator roles on their committee given the scale of their programme. Core membership is four, but we can increase if there are the requirements to do so.

A member asked if the consensus included the staff. Doc confirmed that the membership is the four committee members who would vote if need be, with the staff there to support.

There was a question on whether online meetings could be used, and Doc confirmed that is an option.

A further question asked about the contractual obligations within the roles. Doc confirmed that all role profiles would be advertised, and it won't be contractual. This approach will mean we will be working closely with the members of the committees and the wider discipline forums and will have input from the wider discipline community.

Brian invited members to vote using the poll option within zoom.

Lara confirmed based on votes received at the meeting and by proxy, the resolution was approved. Brian thanked everyone who had been involved in this work to date and hopes the support will continue to bring this work to conclusion.

Brian invited those attending to raise any matters of competent business.

There being no further business it fell to Brian to formally close the AGM. Before doing so Brian took this opportunity to extend his thanks to everyone attending today's meeting and for their ongoing support of Scottish Gymnastics, to Doc and the staff of Scottish Gymnastics for their outstanding commitment and work on behalf of the Scottish Gymnastics community and to Lara for her outstanding work in administrating today's meeting and ensuring that we could conduct an AGM of substance and quality.

Brian also thanked our strategic partners, in particular both **sportscotland** and British Gymnastics for their support throughout this challenging period. And to his colleagues on the Scottish Gymnastics Board for their time, commitment and effort.

Finally, Brian thanked the gymnastics community; the gymnasts of all abilities and levels, to the parents, to our club officials and volunteers, who give of their time to allow our clubs to thrive and flourish. Without their efforts our sport would not be what it is today. As we move forward, we will, more than ever, need to pull together to ensure our continued success. There is no doubt that we have some stormy waters ahead, but Brian is sure that with our combined efforts and continued commitment, passion and enthusiasm we will secure a strong and safe return of our sport. Thank you everyone

The meeting was closed at 2pm.

Present	Scottish Gymnastics board of directors:	Brian Ewing, Doc McKelvey, Ally White, Zoe Frost, Ian Chambers, Patricia Swan, Oli Barsby
	Scottish Gymnastics registered clubs:	
	Allander Gymnastics Club	Avondale Gymnastics Club
	Banchory Trampoline & DMT Club	Beacon Rhythmic Gymnastics Club
	City of Edinburgh Gymnastics Club	City of Edinburgh Trampoline Club
	Dumfries Y Gymnastics	Dundee Discovery Gymnastics Club
	Dundee Gymnastics Club 2k	Dundonald Gymnastics Club
	East Kilbride Gymnastics Club	Edinburgh Uni Gymnastics Club
	Flyers Trampoline Club	Fyrish Gymnastics Club
	Garioch Gymnastics Club	Hamilton Gymnastics Club
	Hillfoots Gymnastics Club	Irvine Bay Gymnastics Club
	Largs Gymnastics Club	Pentland Gymnastics Club
	Saltire Team Gymnastics	Sapphire Gymnastics Club
	Scorpio Gymnastics Club	Shetland Gymnastics Club
	South Lanarkshire Trampoline Gymnastics Club	Tryst Gymnastics Club
	West Lothian Artistic Gymnastics Club	
	Honorary life members:	N/A
Technical panel members:	Andy Youl, Ruth Wilson, Dawn Telford, John Wills, Laura Ytre-Eide, Lynn Simpson, Ruth Gibson, Catriona Lessani	
Scottish Gymnastics staff:	Lara Gregson, Simon Taaffe, Ugne Labaziniene, Chris Lumsden	
sportscotland staff:	Lorna Callan	
Apologies	Scottish Gymnastics registered clubs:	Jane McLaughlin Allander Bea Petersen Dundee Gymnastics 2k
	Technical panel members:	N/A
	Honorary life members:	Penny Kilbane, John Beeton, Jean Callahan, Robert Callahan
	Individual members:	Keir Stewart
Proxy Votes	Scottish Gymnastics registered clubs:	
	Acrobay Gymnastics Club	Alvah Gymteam
	Astro Gymnastics Club	Auchterarder Gymnastics Club
	Balmoor Gymnastics Club	Bishopbriggs Acro Gymnastics Club
	Caithness Gymnastics Club	Central Gymnastics Academy Limited
	City of Glasgow Gymnastics Club	Donside Gymnastics Club
	Dynamic Gymnastics Academy	Dynamite Gymnastics Club
	Eagle Gymnastics Club	Falkirk School of Gymnastics
	Flair Gymnastics Club	Ibex Gymnastics Club
	Inverness Gymnastics Club	Lasswade Gymnastics Club
	Lenzie Woodhead Gymnastics Club	Lunar Gymnastics Club
	Meadowbank Gymnastics Club	North East Gymnastics Club
	Pegasus Gymnastics Club	Phoenix (Forfar) Gymnastics Club
	Sparta Trampoline Club	Tiggers Trampoline Club
	ViSta Gymnastics Academy	West Dunbartonshire Gymnastics Club
	Zippy's Gymnastics Academy	