

SCOTTISH GYMNASTICS ASSOCIATION
NOTES OF ANNUAL GENERAL MEETING
HELD VIRTUALLY VIA ZOOM
ON SUNDAY, 16 FEBRUARY 2025 AT 10AM



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

Brian Ewing (Chair of Scottish Gymnastics) began by extending his personal welcome and thanks to everyone for taking the time to attend. The AGM is an important component of our business governance structure and is essential in ensuring the effective governance of our sport – thank you all for attending and for your participation in today’s meeting.

Building on the success of recent AGM and the positive feedback received from the membership we will continue with such events on the virtual platform and trust that this meets with your approval.

Some general housekeeping matters before proceeding to the formal agenda:

- This AGM will be recorded for administrative purposes only, ensuring accuracy in recording and note taking of discussion but it will not be ‘shared’ with any individual or organisation. The minutes and record of the meeting as always will be uploaded to Scottish Gymnastics website pending approval.
- The chat room will be open throughout the meeting and we will address and respond to questions raised at the end of each agenda item. Lara Gregson will collate all questions raised.
- Please ensure that your mics remain on mute at all times unless speaking.
- The AGM agenda and associated papers have been available on the Scottish Gymnastics website for your consideration and deliberation. Lara will outline the process of voting in a few minutes.
- Resolutions will be considered against the relevant agenda item.
- Brian directed everyone to item 9 on the agenda – Any Other Business – and ask that anyone with any such business to please send this to Lara now through the chat room. Lara will collate as required and we will address all such matters at this point in the agenda.

Brian advised that for the AGM to be quorate there was a current requirement for a minimum of 37 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 16 February 2025	25% requirement	Voting members attending	Votes by proxy	Quorate Yes/No
Clubs (146) 2 votes each	292	37	18	44	
Honorary life member	26		0	1	
Individual member	9		9	0	
Total	327		27	45	Yes

The outcome is that this meeting is quorate, and resolutions can be considered. A list of those present and apologies received is available at the end of these minutes.

Approval of Previous Minutes

The AGM Minutes of 25 February 2024 had been previously circulated to members. Lara explained the voting process using polls within the zoom meeting, with attendees votes added to the proxy votes received in advance. The members were invited to vote for resolution one and the results were shared. The minutes were approved.

Chair's Update

Brian was pleased to report another successful year for Scottish Gymnastics as we continue to grow our membership and successfully progress and deliver against our strategy, Leap without Limits. Brian commended this report and thanked our members, clubs, stakeholders and partners for their ongoing commitment and support.

The board of Scottish Gymnastics is committed to transforming our sport for the better over the coming years. As a sport we have a responsibility to drive positive change in practical ways and it is our role to persuade stakeholders that change benefits our clubs, members and everyone involved in Scottish Gymnastics. We are fundamentally a membership organisation, listening to and learning from members as we shape and develop a bright future for gymnastics.

The board adheres to the highest levels and standards of corporate governance. Brian was pleased to report that the board and its committees have discharged their duties effectively throughout the year. Our board sub-committees met and operated within their terms of reference, reporting their activities and recommendations to the board. Each sub-committee is serviced by board directors, staff, and, where appropriate, external independent experts. Each committee has detailed 'terms of reference' and responsibilities linked to progressing the implementation of our strategic plan and ensuring all aspects of Scottish Gymnastics activity are given detailed consideration and scrutiny.

Brian took this opportunity to thank his fellow board directors who commit time and energy voluntarily into Scottish Gymnastics' continued progress. I value their expertise and counsel enormously. As chair, he is committed to working with our membership openly and transparently, supporting and involving you in the work of the board to better understand how we can together create the right framework to develop our sport.

The business of sport has changed dramatically in recent years with many significant challenges impacting on our operations and the delivery of our sport. The board and executive management team continue to oversee and manage our financial commitments and business needs effectively. The ongoing financial pressures remain. Public sector finance restrictions, the cost-of-living crisis, rising inflation, and increased energy costs throughout this period were challenging, and continue to be challenging, for Scottish Gymnastics and our members.

As many will be aware, Scottish Gymnastics faced a most significant challenge with the loss of Bells Sports Centre in October 2023. The catastrophic flooding of our main events venue resulted in the substantial loss of our gymnastic equipment, venue flooring, scoring equipment, and ultimately the venue itself. The total value of this loss was around £100,000, in addition to the increased costs of hiring new venues to support the revised events programme. Through **sportscotland's** financial support and our staff's prudent financial management, we successfully worked to reduce the

overall impact on our 2023-24 budget. Brian thanked our head of finance, David Johnson, and to all staff across Scottish Gymnastics for their efforts in controlling expenditure to minimise the overall losses. At the time of writing, we are in a position to report that the overall losses incurred are now estimated to be in the region of £65,000.

Brian commended the work of our events team, clubs and technical committee members in successfully re-organising the majority of our 2023-24 programme. While compromises were inevitable, the revised programme was well received. This is testament to the outstanding work and strength of the Scottish Gymnastics community who came together at a time of challenge.

Brian confirmed he would shortly invite our CEO Doc McKelvey to provide a brief summary report on the activities of Scottish Gymnastics over the past year. Brian commended his report to you and acknowledge the outstanding efforts of the Scottish Gymnastics team in working with our members to grow and develop our sport. He confirmed it had been privileged to witness the passion and commitment of the Scottish Gymnastics staff as they work on delivering the highest quality of service across our sport. This commitment has enabled us to overcome the challenges of the past year while continuing to progress the sport. We are indebted to CEO Doc McKelvey, his senior leadership team and every member of staff for their dedication. Brian thanked them on behalf of the Scottish Gymnastics board.

Finally, his thanks to you for giving so generously of your time to help our sport grow and prosper. The positive impact of our sport is underpinned by the community of clubs, coaches, officials, parents and volunteers operating across all levels of our sport from grassroots to performance. They embody community and collaboration which are at the heart of what gymnastics stands for. They all play a part in the success of gymnastics in Scotland and without you there would not be a sport. Brian greatly values your support, commitment and invaluable contribution. Brian is confident that by working together with a shared vision, purpose and values, our community will create a new era for gymnastics, so that our people and our sport thrive in Scotland and beyond.

Thank You.

Brian invited Doc McKelvey to share his CEO update on the work of gymnastics in the past year.

CEO Update

Doc shared his slides with the meeting attendees. The annual report covering the 2023-24 membership year highlights some of the key areas of work as we continue to progress our Leap without Limits strategy and our vision of an Uplifting Gymnastics Experience for all. Doc did not cover all activity but provide a glimpse of some of the incredible activity delivered across the year by the staff team at Scottish gymnastics and by the clubs, coaches, judges, volunteers and gymnasts. It has been a positive year where we continue to move forward.

As a membership organization supporting the people in our sport is crucial. 2023-24 saw us launch a new coaching framework focusing on the core principles of coaching process, behaviour, technical and physical, will guide how we support and develop coaches going forward. As part of this we also launched 3 new CPD courses, Playful learning in gymnastics, Neurodiversity in gymnastics and Facing the Grey looking at ethical coaching practice. These courses were part of 23 different opportunities which over 250 coaches and judges took part in. In addition, the community of practice coaching group that was piloted the previous year was expanded to include coaches from all disciplines.

Safeguarding courses continue to be delivered online we support inductions for 23 new club safeguarding officers. Formal education was delivered to over 700 learners with over 450 receiving financial subsidy support for these courses.

We have continued to support clubs with their ambitions to grow through our club satellite fund. Grants were awarded to nine clubs ranging from Caithness to Dumfries.

Working with the British gymnastics Foundation we have been able to bring their age and dementia friendly Love To Move programme to Scotland. We have led the roll out and have partnered with Age Scotland, sporting Memories, The Royal Voluntary Service and the NHS to see the seated gymnastics programme start to support and benefit people in Scotland.

Our development and experience team launched new online club development forums to extend our engagement and support for clubs, and we have continued with them to support clubs to deliver the Rise gymnastics programme and awards scheme as well as the leadership programme.

We also launched the My Voice Matters wellbeing and safe sport strategic framework. The aim is to raise the standards for wellbeing and safe sport by championing children's and vulnerable adults' voices and safeguarding their rights. It is about driving cultural change for an enjoyable, safe and inclusive gymnastics community. The framework outlines the projects and support over four years to ensure that wellbeing and safe sport is the golden thread through everything we do. Crucially this work was informed by the voices of hundreds of members across our sport.

We continue to manage concerns raised by our members or support clubs to manage concerns in-house and we have provided an anonymous update on sanctions imposed within the annual report. Proactive safeguarding is one of the most important elements of our work in this area and we are delighted that 22 new clubs engaged with our safe sport projects over the year, these include the club support visits programme and also the club portal project.

Whilst compliance can be a challenge it is a necessary area of work, and we successfully completed the first changes in preparation for the PVG legislation change which comes into force on 1 April. There is more work to come but I am delighted that we not only supported our clubs through these first changes but are also seen as leaders with other sports regularly looking to our experienced team for support and guidance. Crucially we also continue to retain our 100% compliance rating with the Child Wellbeing and Protection Standards in sport.

For those who take the sport on further it has been another busy year with 259 gymnasts across all 8 disciplines involved in our national and pathway performance programmes. A further 224 have been involved across the regional pathway and we continue to be proud of the cultural changes within these programmes and the caliber of coaches involved.

Further compliance work has continued on the UKAD clean sport framework with education for coaches, gymnasts and parents.

There has also been further success on the international stage with medals at both Scotland and GB level. Notable achievements have come in DMT with Ava Fettes silver at the world age group Champs and Paige Russell silver at the Junior Europeans. We also hosted the Caledonia International for Artistic and Acro bringing back some home nation competition and an impressive haul of 25 medals.

Our congratulations to all gymnasts, coaches and judges who have represented Scotland and GB at international level!

As many of you will be aware the events programme was significantly challenged with the flooding of Bells Sports Centre where around 50% of our competitions were held. Not only was significant damage done to our gymnastics equipment and scoring equipment, but we also lost the venue permanently and over a year later the situation was not been completely resolved.

On the positive side, we replaced the equipment and developed new venue partnerships with Ravenscraig Regional Sports Centre in North Lanarkshire and the Regional Performance Centre in Dundee.

Each year I thank our technical committees, clubs, volunteers and judges without whom the events programme would not exist. This year it is particularly important and want to record our enormous gratitude to everyone who assisted following the flooding at Bells. Clubs provided venues and equipment, coaches, judges, parents and gymnasts coped with last-minute changes and short notice information about events. It was a significant task to complete virtually all events. Doc also thanked those in the disciplines who were not directly impacted by the Bells flooding as we know

that there was a knock-on impact as staff worked to deal with the fallout from the flooding. Thank you to you all.

We have made a conscious effort to bring more youth vice into our work as can be seen from 'My Voice Matters' but also the refreshed youth forum with 11 new members who supported the launch of My Voice Matters and assisted with our gymnast experience days amongst other things. We are also delighted to, all things going well, be bringing an athlete representative into our board.

We tendered and appointed a new insurance broker, developing an improved online portal for members and also enhancing the cover provided for clubs. We also refreshed our partnership agreement with British Gymnastics, again moving forward our positive relationship with BG but also ensuring that we continue to get as much value and benefit for our members from that agreement. Also pleased that we continue to push the boundaries and our continued female athlete health programme was enhanced further through a new partnership with WUKA, period and leak proof underwear. This partnership helps give more profile to this topic and also provides discounts to our membership and pathway programme gymnasts.

Our marketing communications team produced a great series of find your fun videos to support Scottish Disability Sport week, again highlighting an important part of our sport and we were delighted that the FIG used some of these videos during their first ever webinar on para gymnastics. We are of course looking forward to supporting in the next stage of para gymnastics and the road to it becoming and Paralympic sport.

In finishing, Doc thanked everyone involved in the 2023/24 membership year: the staff team at Scottish Gymnastics, the coaches, clubs, club officials, judges, safeguarding officers, technical committee members, volunteers and of course the gymnasts and their parents and carers. It was great to celebrate with our awards winners at our annual awards night, congratulations to all our finalists and winners. We are grateful to you all, thank you all and thank you for all that you do for our sport.

Brian thanked Doc and the Scottish Gymnastics staff team and all involved for your passion, commitment and dedication to the work of Scottish Gymnastics. Brian confirmed there were no questions on Doc's update.

Finance Update

Brian invited David Johnson, finance director to present the annual accounts. David talked through his slides and highlighted that turnover for 2023/24 was £2.72m with expenditure at £2.71m, leading to a small surplus of £7k which is comparable to the surplus of £9k last year, before the adjustment to depreciation. Turnover is broken down into three categories; commercial (38.5%) c£1.05m, membership (30.1%) c£800k and grants (31.4%) c£850k, up from £725k last year.

Expenditure is also broken down into three categories: gymnastics activity (49.4%) £1.3m (up £100k from last year, staff costs (39.1%) £1.05m (increase funded by grants) and overheads (11.5%) £0.3m (down from 14.3% last year). David shared the balance sheet and confirmed the fixed assets have increased as we moved £350k cash into a Fixed Interest account and that has been treated as an investment in the accounts. Reserves are £361k, above the board's minimum of £250k.

Brian thanked David and his team for their outstanding work in managing to our financial affairs and for ensuring a strong fiscal position in what has been a most challenging period.

Annual membership fees

A detailed rationale for the proposed increase in individual and club membership fees has been provided in the AGM papers. Brian invited Doc to provide an overview of the resolution to increase memberships fees by £1 for preschool and bronze individual categories and an increase of £10 for silver and gold individual categories for the 2025/2026 membership year along with increases to the club fees.

Doc shared the rationale for the proposed increase in fees. Whilst the ongoing inflationary costs of operating within sport continues there are two key changes which have had a significant impact to these costs. Firstly, in July 2023 the Scottish Government produced the Fair Work First policy this means that Scottish Gymnastics as the result of being in receipt of sportscotland grant which is public money, is now required to both pay and increase the real living wage annually by the amount set by the Real Living Wage Foundation. This is a 5% increase from May 2025 on top of significant increases in previous years and as yet unknown further increases in 2026.

Secondly the changes announced by the UK government to the threshold rates for employers national insurance which has been well documented in the press. These two changes along represent an increase for the next membership and financial year of nearly £40k before the usual inflationary cost increases are applied to the budget. We are therefore seeking approval to increase the fees as outlined by Brian to support these additional costs of delivering the current programme and activities

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 with an increase to membership fees by £1 bronze individual categories and an increase of £10 for silver and gold individual categories and the increase to club membership fees as outlined for the 2024/2025 membership year.

Election of the Company's accountants/auditors

Brian then proposed the resolution for the approval of Thompson Cooper 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

Ordinary Resolution 4, 5, 6, 7 and 8 relates to the appointment of board members as per the Articles of Association, under article 15. We have two general directors seeking extension for three years and three directors for their first term of three years: technical director, general director and non-executive director. Information on all directors had been previously shared for your consideration and approval.

Members were invited to vote in favour of Kerri McHale. Lara confirmed based on votes received at the meeting and by proxy, the resolution was approved.

Members were invited to vote in favour of Ruth Hudson. Lara confirmed based on votes received at the meeting and by proxy, the resolution was approved.

Members were invited to vote in favour of James Hall as technical director. Lara confirmed based on votes received at the meeting and by proxy, the resolution was approved.

Members were invited to vote in favour of Louise Mearns as general director. Lara confirmed based on votes received at the meeting and by proxy, the resolution was approved.

Members were invited to vote to approve Fiona Paterson as non-executive director. Lara confirmed based on votes received at the meeting and by proxy, the resolution was approved.

Brian congratulated all directors on their appointments and wish them continued success in their roles.

While we are delighted to welcome our new Board Directors and wish them every success in their roles, Brian took this opportunity to pay tribute to his fellow Directors Ian Chambers and Ally

Whike, who both complete their terms as Directors of Scottish Gymnastics at the close of today's meeting, for their outstanding contribution to the Board of Scottish Gymnastics and to the sport of gymnastics over many years.

Ian joined the Board of Scottish Gymnastics in 2018. With a career of over 20 years in the Royal Navy followed by 16 years in industry Ian's skills in creating and leading high-performance teams focussed on business improvement and change programmes supported the work of the Board and provided detailed insight and creative thinking around our strategic planning process – his focus on putting people at the very heart of his thinking proved a great asset to the Board. As a passionate follower of sport, including his daughters involvement with trampolining, Ian has always been committed to individual and team performance improvement. Ian served as Chair of the Remuneration and Nominations Committee and navigated the recruitment of several Board members and ensured that people were at the heart of decisions made and championed the best of our employers. He was also a valued member of the Audit and Risk Committee, ensuring the highest standards of fiscal management were applied to budget setting and robust financial decisions.

Ally also joined the Board in 2018 and has made a significant contribution to the work of Scottish Gymnastics bringing his expertise in sports development, performance sport and knowledge of Governing body working to the Board. His continual 'check and challenge' around all programmes, financial and strategic planning ensured we continued to progress with his insight and knowledge shaping many Board decisions that benefited the growth and development of our sport. Ally brought over 17 years' experience in sports development to the Board of Scottish Gymnastics – his whole sport philosophy recognising the importance of introductory/grass root sport connected to the athlete pathway and to the delivery of sustainable and systematic performance programmes all contributed greatly to the pathway work of Scottish Gymnastics. In his role as Director Ally chaired the Joint Technical Committee – providing a platform for Scottish Gymnastics technical chairs to come together and share updates across all disciplines – encouraging debate, discussion and sharing around best practice across our sport. He was also a member of our Governance Committee ensuring the Board of Scottish Gymnastics operated to the highest standards of corporate governance were applied throughout and policy change was thought out and supported for the benefit of the membership.

On behalf Scottish Gymnastics community, and on a personal level, I would like to take this opportunity to acknowledge and recognise the outstanding contribution and commitment of both Ian and Ally to the Board of Scottish Gymnastics during their terms as Directors. Their extensive experience, knowledge and passion for sport has ensured that they were both key members of the Board – we thank you both for the role you have played in the growth and development of gymnastics in Scotland.

There being no further business it now falls to me to formally close today's meeting.

Before doing so Brian took the opportunity to extend his thanks to:

- Everyone attending today's meeting and for your ongoing support of Scottish Gymnastics.
- To Doc McKelvey CEO and all staff of Scottish Gymnastics for their outstanding commitment and work.
- To Lara Gregson for her work in preparing and administering today's meeting and ensuring all ran smoothly.
- To our strategic partners for their support, in particular thanks to **sportscotland** for their support through the recent challenging period.
- To his colleagues on the board of Scottish Gymnastics for their time, commitment and valued contribution.
- And finally, and by no means least – to the gymnastic community – our gymnasts of all ages and abilities, to the coaches, judges, club officials and volunteers who give of their time to

allow our clubs and our sport to develop and prosper, without their contribution our sport would not survive or flourish.

As we move forward with our new strategy we will – more than ever – need to pull together to ensure continued success. Working TOGETHER we will secure the future growth of gymnastics in Scotland and fulfil our dreams and aspirations.

Thanks again to everyone for attending and there being no further business, Brian formally closed the meeting at 10.38am.

Approved

Present	Scottish Gymnastics board of directors:	Brian Ewing, Doc McKelvey, David Johnson, Karen Rees, Kerri McHale, Ruth Wilson, Claire Bath, Ian Chambers, Ally White James Hall, Louise Mearns, Fiona Paterson
	Scottish Gymnastics registered clubs:	
	City of Edinburgh TC	Dumfries Y Gymnastics
	Dynamite GC	East Kilbride GC
	Hamilton GC	Hillfoots GC
	Inverness GC	Kilmarnock Acro G
	North Apex Gymnastics	Saltire Team Gymnastics
	Sparta TC	Stonehaven GC
	Honorary life members:	Liz Danby
	Scottish Gymnastics staff:	Lara Gregson, Iona Scott, Lindsey Booth, Sam Hendrikson
sportscotland staff:	Lorna Callan	
Apologies	Honorary life members:	John Beeton
	Individual members:	N/A
Proxy Votes	Scottish Gymnastics registered clubs:	
	ACE Gymnastics Club	Allander GC
	Alvah Gymteam	Banchory Trampoline and DMT Club
	Beacon GC	Caithness GC
	Cameo GC	Central Gymnastics Academy
	City of Edinburgh GC	City of Glasgow GC
	Donside GC	Drumchapel GC
	Dundonald GC	Dunfermline Zodiak GC
	Duo GC	Falkirk School of Gymnastics
	Fife GC	Flyers TC
	Garioch GC	Gym Juniors
	Gymtastix	Hamilton GC
	Head Over Heels GC	Ibex GC
	Innovate GC	Jack Kane GC
	Jump GC	Largs GC
	Lasswade GC	Lenzie Woodhead GC
	Lunar GC	Midlothian GC
	P.H.D Fundamentals	Pegasus GC
	Pentland GC	Phoenix (Forfar) GC
	Saltire Team Gymnastics	Sapphire GC
	Scorpio GC	Scotia Trampoline Academy
	Shine Trampoline Club	Stirling GC
	ViSta Gymnastics Academy	West Lothian Artistic GC