

MINUTES OF BOARD MEETING HELD ON SATURDAY 17 MAY 2025

NORTON HOUSE HOTEL

PRESENT	Brian Ewing (BE) via teams: Doc McKelvey (DM): Karen Rees (KR):David Johnson (DJ) Kerri McHale (KM): Ruth Hudson (RH): James Hall (JH): Louise Mearns (LM): Fiona Paterson (FP)
APOLOGIES	Claire Bath (CB)
IN ATTENDANCE	Lara Gregson (LG), Lindsey Booth (LB): Sam Hendrikson (SH)

ITEM	AGENDA ITEM/DISCUSSION
1	WELCOME AND APOLOGIES
	<p>BE welcomed all to the meeting. BE also noted apologies. This board meeting is an important one to review where we are and look to the coming year.</p> <p>SLT welcome the check and challenge around the areas being presented and the board are encouraged to share their thoughts and ideas.</p>
2	NOTIFICATION OF CONFLICTS OF INTEREST
	None
3	STRATEGIC PRIORITIES – UPDATE AND PROGRESS
	<p>DM shared slides with the board. This is very much a board session for us to check in and welcome the discussion and get your thoughts and ideas. SLT will then work the budget and ops plan for 25/26 and will bring that back to the June board.</p> <p>Digital; focus on Brilliant Basics</p> <p>DM gave an update on the approach we took with Brilliant Basics. We looked at different options on the platform we could use to host the content and the platform built uses a LMS as the main engine to host. Platform launched in February 2025 with a certain amount of content on the site and there are more drops planned over the coming months. Phased approach to launch the remaining content including prioritising the discipline content. Every discipline will have video content by Christmas. Marketing plan has promoted it but been a careful balance on the approach.</p> <p>Conversations with other federations will be the next step and use the Commonwealth Games 26 as an opportunity to promote and showcase. Clubs are asking for club packages to use within their clubs and SH and DM have a package to share shortly. Also discussing with British Gymnastics and opportunities around this and also how it can be used with local authorities and within schools.</p> <p>Membership system called MyBG is planning to include a link to their club management tool with the pilot going well via British Gymnastics.</p>

Scoring – we are looking at options for scoring platforms and reviewing options across all disciplines.

Ticketing is now all digital and has gone well with the exception of the booking fee on each ticket purchase and some spectators sharing tickets, this has removed this practice which is now giving us true spectators figures and associated income.

Self-assessment tool designed internally and now licensed out to external bodies needs reviewed and updated, and the improvements shared with license holders and wider promotion to Scottish Governing Bodies. Absorb elearning platform also needs reviewed and updated. We are looking at condensing platforms on to less and reviewing all the systems being used by our members.

Commercial

DM shared an update on the commercial activity to date. LM has been supporting DM in the commercial discussions and plans. DM shared an update following the external consultant input and the recommendations provided by them. It also included the suggestion of a charity arm which has some work underway around the options around that and some wider discussion around a collective approach to that across the SGB sector.

Theory of change suggestion which is looking at the impact and wider benefits of gymnastics was discussed. FP to share more details on the work she is involved in around this.

Impact reporting will focus more on measured outcomes rather than deliverables and share more stories beyond events activity. Work linked in with British Gymnastics around this too and the surveys and data we gathered.

Networking event as an option to bring businesspeople from within our membership together to bring in those contacts. Consultant provided some details on different bundles of activity and different ways to progress the commercial generation income.

LM shared details about rebranding and how that could support the commercial growth. DM confirmed the commercial schedule within the British Gymnastics working partnership agreement that could also support income and also working with TMA to support the consultant's recommendations and TMA could provide support around activation of partnerships and facilitate a networking event. LM and DM have been in conversation with TMA to look at this further.

Facilities

DM provided an update on the progress around having our own facility. The current opportunity has been a great chance to be clear on the type of venue we require and now we have an initial business plan in place. DM shared details on the benefits of having our own events space and the board discussed potential options around the governance set up of the organisation and the potential to use the space during the week out with Scottish Gymnastics activity and reviewed the financial assessment of the proposal. DM confirmed the recommendations that will be progressed in the meantime and support the readiness for a venue opportunity.

BE shared that this is a positive presentation and we have made good progress and need to consider where we go next. Commercial focus is key. Brilliant Basics is a sector leading product and the opportunity around Commonwealth Games 26 is really worthwhile to focus on. Facility opportunity needed the planning time and has given us a foundation to progress with. BE thanked DM, SH and Steven Maloney for all their work in this and to KM for her work around this.

	ACTION:
4	25/26 OPERATIONAL PLAN AND BUDGET <p>Operations plan</p> <p>DM provided copies of the 2025/26 operations plan to the board and linked to the budget for the coming year. The budget planning used the top-down approach again. DM talked through the operations plan for the coming year and shared updates on any changes of project detail content and also any movement in priority. The board discussed the projects and core activities, and the priority level allocated and considered if the top three priorities are still appropriate.</p> <p>Paralympics to be added within level three.</p> <p>BE asked about the SLT's thoughts on the priorities. This has not been discussed at length by SLT but given the impact on workload of staff needs to be looked at in more detail.</p> <p>Budget</p> <p>DM shared the budget actions that have been included to support the budget for 2025/26. DJ shared his proposal on how to manage the Commonwealth Games budget going forward and set a four-year budget over the four period and it would break even by the end of the four years and using the reserves to support that.</p> <p>Risks</p> <p>DM shared some of the key risks which included membership costs, sportscotland investment and the government budget along with staffing around the pressure on resource, salaries and recruitment and the events delivery risk.</p>
	ACTION:
5	STRATEGIC DISCUSSION/ UPDATES <p>Transgender</p> <p>LG updated board on the transgender project that's progressing with British Gymnastics including the review of the transgender policy. Scottish Gymnastics will be involved in the consultation process and LG will bring more details as it's shared. British Gymnastics taking the updated policy to their board by December 2025.</p> <p>Governance modernisation</p> <p>DM asked the board about areas that fall within governance modernisation and which ones we should be progressing. Areas included looking at a charity option, reviewing the articles including membership fee process, honorary president, British Gymnastics governance work that's underway there and technical committee structure.</p> <p>The board discussed the priority of each area and agreed the focus going forward and how we would engage with members on these areas.</p> <p>Strategy review and Sportscotland submission 2026</p> <p>sportscotland submission anticipated September/ October 2026 with the presentation due November 2026. The board discussed the level of review and member engagement needed as part of the pre submission. The impact of the change framework project in conjunction with British Gymnastics will support this work. Subgroup to discuss and plan this further.</p>

	BE thanked everyone for their involvement and contribution to the meeting. Important contribution to the discussion.
	ACTION
	<p>President brief to be created and shared with talent agencies to gather some names</p> <p>Plan on sportscotland submission needed – small subgroup to discuss this further</p> <p>Circulate the new sportscotland strategy</p> <p>Circulate the British Gymnastics theory of change framework and discuss with the subgroup</p>
6	AOB
	Awards selection panel – LG asked for a director to join the selection panel
	ACTION:
	DATE OF NEXT MEETING
	25 June 2025