

MINUTES OF BOARD MEETING HELD ON WEDNESDAY 24 JUNE 2026
 VIA TEAMS

PRESENT	Brian Ewing (BE): Doc McKelvey (DM): David Johnson (DJ): Karen Rees (KR): Claire Bath (CB):) Louise Burns (LB): Kerri McHale (KM):
APOLOGIES	Fiona Paterson (FP): Ruth Hudson (RH James Hall (JH): Lorna Callan (LC) sportscotland :
IN ATTENDANCE	Lara Gregson (LG): Sam Hendrikson (SH): Lindsey Booth (LBO): Lora Burgess (LBU)

ITEM	AGENDA ITEM/DISCUSSION
1	WELCOME AND APOLOGIES
	BE welcomed all to the meeting noted apologies and welcomed LBU to the meeting, who is the new head of wellbeing and safe sport. Papers had been previously circulated for review. BE encouraged discussion by the board. Thanks to the staff for delivering the board papers, really good content.
2	NOTIFICATION OF CONFLICTS OF INTEREST
	None
3	PREVIOUS MINUTES & MATTERS ARISING
	The Minutes dated 11 March and 16 May 2026 had previously been circulated via email and were formally approved. There were no matters arising.
4	ACTION LIST
	The Action List was revised, including actions carried forward.
5	STRATEGY REVIEW - LEADERSHIP
	5.1 Leap without Limits 2.0 DM had previously shared slides with the board and talked them through the content which built on the meeting in May. The overall direction focusses on three key shifts: people development, place-based working and project prioritisation and rationalisation. People Development – greater focus on the development of people in key roles including coaches, pathway coaching roles, judges and safeguarding officers and club officials. Place-based working – continue to increase engagement with our member clubs so they have a relationship and connection with a person at Scottish Gymnastics.

	Project prioritisation and rationalisation – to deliver greater impact, we need to be clear on our priorities, the things that matter most, resource these well and keep our focus on them. DM highlighted the priority projects and how they aligned to the strategy and sit against the strategic tactics. LB asked about the long-term vision and how that fits with the strategic plan and how clear this is and can guide decision making. DM explained that experience is what will generate income and improve the opportunities. DM was reluctant to be too specific and limit our scope to progress. The board discussed this further. LB is looking at this from a business view and how it can be positioned as an organisation. KR sees the operating plan setting it out more on what will be delivered to support the uplifting experience for all. 5.2 Staffing Update DM shared the new staffing structure to support the operating plan for 2026/27. The board asked questions around the structure.
	ACTION:
6	EQUALITY, DIVERSITY AND INCLUSION ADVISORY COMMITTEE
	Gender eligibility paper was shared with the board and discussed at length. It had been previously discussed at the equality, diversity and inclusion advisory committee and governance committee. The view from the board would be shared with British Gymnastics and Welsh Gymnastics as part of the collective approach to developing the policy.
	ACTION: LG to share the feedback with the other home nations
7	AUDIT AND RISK COMMITTEE
	7.1 Finance Report April 2026 DJ had previously shared the April finance report. DJ highlighted the actuals are showing a favourable variance and explained why. Membership has continued to increase ahead of the forecast, 33,313 members as of 30 April. BE thanks DJ for all this work on this and managing the deficit budget in to favourable. The board approved the April management accounts. DJ shared an update on the forecast £51k deficit to £12k surplus from membership, interest rates have been favourable, education camp generated more than budgeted. Some spend included the scoring equipment has been upgraded and invested there. DJ asked the board to approve the donation of the surplus to the newly formed charity. The board were happy to approve this. 7.2 Draft Budget 2026/27 DJ had shared the draft budget. Team were asked to work to a break-even budget. Draft budget has a £5k deficit. DJ confirmed that costs to participation in our sport will not increase. The staff costs are covered by the sportscotland additional income. The board approved the budget for 2026/27. BE commended what DM did with the additional income from sportscotland and thanked DJ for all his work on this.

	ACTION:
8	GOVERNANCE COMMITTEE
	8.1 Charity formation DM shared an update on the charity. Scottish Gymnastics will be made a corporate member of the charity so there will always be a Scottish Gymnastics member on the board. Grant giving criteria was looked at. Charity name will be Gymnastics Scotland Trust. Founding trustees will be DM, BE and CB. Application is being submitted now. The charity will then need branding and its own website. 8.2 Articles update DM talked through the review of the articles including AGM quorum and membership fee approval process. Harper Macleod will help with this review. Discussed subcommittee structure at governance and agreed reducing from three to two sub committees. It was approved to change audit and risk with the addition of pay and benefits to that and bring governance and remuneration and nomination committee together to now be governance and people. Board approved the new subcommittee structure. Schedule of meetings to come and invites will be out shortly. 8.3 Minimum operating requirements LG talked through the updated minimum operating requirements and the recommended changes. The board approved the changes.
	ACTION:
9	REMUNERATION AND NOMINATION COMMITTEE
	9.1 Pay and benefits DM had previously shared a paper on options which includes the money from sportscotland and will be using the full amount for staffing unlike some other governing bodies. The proposal also included increasing the mileage rate from 45p per mile to 55p per mile for staff and volunteers. The board approved the pay and benefits paper. 9.2 Chair recruitment LG shared details on the candidates who were interviewed for the chair role. The board approved the appointment.
	ACTION:
10	WELLBEING AND PROTECTION COMMITTEE
	12.1 SLT report LBO had included her report for this quarter and asked for any questions. The board were happy with the report. 10.2 Safeguarding regulations LBO shared an update on the draft regulations, which had a first review in May, updates made and then taken to a joint wellbeing and governance meeting in June. Have taken legal advice from Harper Macleod, which we have now and needs reviewed and looked at what that means for the

	regulations. The regulations will come to September's board. The regulations are aligned with British Gymnastics but there are some slight differences using our language and preferred approach to managing safeguarding risks. Board approved the plans to progress this piece of work.
	ACTION:
11	JOINT TECHNICAL COMMITTEE
	SH updated following the meeting where the committee discussed the approach to events based on Claire Thompson's report. The discussion focussed on roles and responsibilities for delivering events for all people involved including decision making approach. Judging was also discussed and how we improve our processes for judge allocation and succession planning for judges and the non-judge fees. This is being discussed post meeting to support a healthy pipeline of judges coming through the system and that we have the best development support as people are completing the judge qualifications. The new staffing structure will support this.
	ACTION:
12	SLT REPORT
	12.1 SLT Report SLT report had been shared previously with the board. DM mentioned the sportscotland new monies and the submissions. Hardship fund received 17 applications for review in partnership with British Gymnastics Foundation. Local authority work has progressed and there was a call with 21 local authority representatives and eight have followed up with specific meetings. We will look to progress eight partnerships. New staffing role in the structure to support this work. 12.2 25-26 Q3 Ops Plan Update The quarter three operations plan was shared with the board. There were no questions.
	ACTION:
13	AOB
	LG shared the two face to face board meeting dates and will be asking for confirmation of attendance given the travel and accommodation being booked. DM updated on the claim against Perth and Kinross Council following the flooding at Bell's sports centre and will follow up with the legal representative. BE thanked LOB for all her work over the years. LOB has made a significant contribution to the field of wellbeing and safe sport. Her contribution has not only impacted the world of gymnastics but beyond and across sport in Scotland. BE wished LOB all the very best in her new role.

	BE thanked everyone for their contribution tonight and he looks forward to seeing people at the Commonwealth Games. BE wished everyone a lovely summer.
	DATE OF NEXT MEETING
	23 September 2026