

## SCOTTISH ORIENTEERING ANNUAL GENERAL MEETING JUNE 2023

5<sup>th</sup> June 2023 By 'Zoom'

### 1) Welcome by Keith Dawson (SOA Chair)

Attendees: Keith Dawson (Chair), Nikki Howard, Richard Oxlade, Ben Hartman, Anne Hickling, Liz Orr (Minutes), Mark Nixon, Alison Lunn, Dave Kershaw, Tim O'Donoghue, Helen O'Donoghue, Isla O'Donoghue, Jayne MacGregor, Pauline McAdam, Lynne Walker, David Esson, Sheila Strain, Robin Strain, Rob Parkinson, Sally and Crawford Lindsay, Ken McDonald, Anne Thom, Mairi Eades, Mary Williams, Andrew Campbell, Roger Scrutton, Fran Loots, Katherine Kirk

Total Number of voters 25, with 8 proxy votes.

- 2) No apologies
- 3) Minutes of last AGM held in May 2022 approved
- 4) Annual Reports of Association Activities

Full reports by contributors were circulated in advance in the AGM booklet, abbreviated as follows:

#### Report from SOA Chair Keith Dawson

- Clubs have in place excellent activities and events and are working hard
- WOC preparations on going with drive to introduce new members
- The demographic issues of the sport are recognised
- SOA thank Sportscotland in supporting the return to operations post pandemic
- MTBO is growing within the SOA wing
- SOA Board continues to meet regularly
- SOA reports that the number of events and activities being run are good
- The reduced SOA Board does not reflect a thriving sport, is influencing the appropriate functioning of the governing body, and ability to qualify for SOA grants
- Welcome two new directors Fanni Gyurko (Performance Director) and Mark Nixon (Independent Director)
- Paul Rayner resigned as Marketing and Communications Director
- Fiona Keir resigned as COO and has been replaced by Nikki Howard
- Fran Loots has tendered her resignation from the SOA staff and thanks was given for her considerable contributions to development over the past years
- Tim O'Donoghue continues to work on the anti-doping and child protection agendas
- Thanks are given to Anne Hickling who stands down from her post as Development Director and Richard Oxlade who stands down from a dual role as President and Operations Director

### Questions

Roger Scrutton- What board construction is required by Sportscotland? How has reduced Board members have impacted on the coal face of the sport, as little evidence of reduced Board members to members. Keith Dawson responded that many roles and duties were not visible such as child protection but were imperative and necessary for grant applications. Alison Lunn from Sportscotland stated that many sports are having a similar problem, with smaller sports struggling more than larger ones. Richard Oxlade suggested that members were happy to volunteer for events, less so to join and run club boards and even less so to volunteer for SOA board, which is further from members minds. Cracks are not being seen yet as other SOA Board members take on additional roles but cracks are beginning to be seen in the running of bigger events.

Anne Thom- Is there flexibility in the Board structure? Keith Dawson replied that professional help could be sought to aid the function of the board but this would come at a cost to the members.

Agreement that the issue with recruiting volunteers has been exacerbated post-COVID and a function of the aging demographic of the sport affecting recruitment.

#### Report from President Richard Oxlade

- Good set of events thanks to commitment of clubs and their members.
- SOA Staff team faces challenges related to ongoing staff changes
- Retaining and growing membership is an ongoing issue and was discussed at club conference
- Demographics of an aging population of volunteers is affecting all aspects of the sport and the inability to attract younger volunteers for key roles such as controllers and organisers at larger events
- SOA staff have supported a range of development projects ensuring inclusion and equality
- Development team working with juniors to encourage training to support key roles in the future

Roger Scrutton commented on the demographics of the orienteering population, falling into 2 parts, an ageing section and the age group 35-50 who are parents of participating juniors, if not for this last group there would be a bigger tail in the age spread. Junior levels hold up year to year. Demographics does create a problem with getting volunteers. Tim O'Donoghue raised concern about attendance of under 10's.

Katherine Kirk questioned the impact on climate change and the problem of feeling included within clubs. Nikki Howard suggested work by the Development team to encourage training of juniors as they progress to roles other than elite athletes and competitions will support inclusivity.

Mary Williams raised concerns of impact of members on travelling due to concerns regarding climate change, ESOC sharing lifts to help out and cost of living crisis.

#### Director's Reports

Operations Director-Richard Oxlade

- Continue to run training programmes
- Appointment of race officials is more transparent

Development Director- Anne Hickling

- Development team continue to do a great job despite staff changes
- Thanks to Fran Loos for all her expertise and input to a wide variety of projects

Safety Director- Tim O'Donoghue

- Draft Safe Guarding Policy is in hand, together with the creation of a child friendly version
- Policy development supported by Children 1<sup>st</sup> and Sportscotland

5) Finance-Ben Hartman

- Ben was thanked for his role on the board
- Approval was sought for the 2022 accounts
- Expenditure exceeded income by £34,000 in 2022

- Truncated Lochaber 2021 6 days resulted in a deficit in the unrestricted reserves. SportsScotland grants went some way to ameliorate this and generous donations by competitors
- Restricted reserves had two significant factors creating a surplus, staff savings and the efforts of Judy Bell (SCOTJOS) securing a substantial compensation from Ryanair
- Good overall position
- Propose event levies change from 2024, this will not affect local events which makes up 80% of events but will raise 4k and reduce reliance on reserves

**Approval of 2022 accounts proposed by Keith Dawson and seconded by Roger Scrutton**

- 6) 6 Days-Dave Kershaw
  - Preparations well advanced for Moray 2023
  - Area co-ordinator still sought for 2025 and team to assist
  - 6 Days continues to have problems recruiting volunteers for the higher- level positions
  - Talks still ongoing about potential future event in South of Scotland

7) AGM Proposals

	Proposals
1	No change in senior membership fees in 2024, keeping them at £12 for an adult membership
2	No change in junior and student membership fees, keeping them at £2 in 2024
3	A change is proposed in the criteria for an event levy to apply. Currently event levies only apply where the entry fee for seniors is >£10. It is proposed to extend event levies to all regional, national and major events. No change is proposed in the rate for event levies, retaining them in 2024 at £1 per senior and £0.40 per junior
4	That Ken McDonald be formally appointed as Equality, Welfare and Diversity
5	That Brian Miller be reappointed as independent examiner for the 2023 SOA accounts

All were accepted by 25 zoom attendees and 8 proxy votes

- 8) Election to the Board of Directors
  - Richard Oxlade stated that in the interim he would stay on as President
  - Ken McDonald was welcomed to the Board
  - Anne Hickling indicated her willingness to support a new Development Director, which differs from other Board role as working with the SOA staff.

9) President’s medal

Richard Oxlade awarded the President’s medal to Jon Cross from FVO, for the creation of a thriving club, FVO club Captain for 24 years and steering the club to having a thriving membership of 250 members. He was nominated by his club.

- 9) AOCB
  - None raised

