

Scottish Rowing  
**AGM – 9<sup>th</sup> of October 2022**  
 Zoom – 1.30pm

**Welcome**

Caroline Parker (CP) welcomed everyone to the meeting.

**1**

**Accreditation**

- 13 Clubs represented at the meeting/17 individual votes
- Two Proxy votes from two club received.

Club	Name	Name
Aberdeen Boat Club	James Steel	
Aberdeen Schools Rowing Association		
Aberdeen University Boat Club		
Castle Semple Rowing Club	Eleanor Inglis	
Clyde Amateur Rowing Club		
Clydesdale Amateur Rowing Club	Ken Diamond	
Deeside Scullers Club	Carol Wallace	
Dundee University Boat Club	Henri Greenbaum	Matthew Gilbride
Edinburgh University Boat Club		
George Heriots School RC		
George Watson's College Rowing Club		
Glasgow Rowing Club	Jack Brown	Laura Conroy
Glasgow Schools Rowing Club SCIO		
Glasgow University Boat Club	Rory Young	
Heart of Scotland Boat Club		
Heriot Watt University Boat Club		
Inverness Rowing Club		
Loch Lomond Rowing Club		
Nithsdale Amateur Rowing Club	Alison Dunse	
Robert Gordon University Boat Club		
St Andrew Boat Club	Lindsay Flockhart	
Stirling Rowing Club		
Stirling University Boat Club		
Strathclyde Park Rowing Club	Laura Graham	Mary O'Toole
Strathclyde University Boat Club	Veronika Vohnikova	Catherine De Venny

	Tay Rowing Club	Fiona Barrowman	
	The Glasgow Academy	Mary Massaro	
	University of St Andrews Boat Club		
	<b>BOARD</b>		
	Board	Caroline Parker	
	Board	Matt Taylor	
	Board	Dot Roberts	
	Board	Alistair Neill	
	Board	John Gill	
	Board	Chris Woods	
	Board	Sam Winton	
	<b>OBSERVERS</b>		
	Amanda Cobb – Scottish Rowing COO	Lee Boucher – Scottish Rowing Head of Performance Pathway	Carol Ann Ellis – Scottish Rowing Administrator & Minute Taker
	Martin Claxton – Scottish Rowing Safety Officer	Ben Thomas – Mi-Voice (voting system)	Ailie Order – Strathclyde Park Rowing Club
	Katherine Grainger – Honorary President		
<b>2</b>	<b><u>Notice of Meeting</u></b>		
	It was agreed by Members represented that the Notice of Meeting was in order.		
<b>3</b>	<b><u>Apologies</u></b>		
	Apologies were received from:		
	<ul style="list-style-type: none"> <li>• Peter Morrison – Honorary Vice President</li> <li>• Bob Neill – Honorary Member</li> <li>• Kirstin McCallum – Aberdeen University Boat Club</li> <li>• Michael Troy – Robert Gordon University Boat Club</li> <li>• Graeme Duff – Stirling Rowing Club</li> <li>• Ron Wallace – Deeside Scullers Club</li> <li>• Neil MacIver – Scottish Rowing Board</li> <li>• Charlotte MacBeath – <b>sportscotland</b> Partnership Manager</li> </ul>		
<b>4</b>	<b><u>Approval of Previous Minutes (Appendix 1)</u></b>		
	Papers previously circulated.		
	Minutes approved.		
<b>5</b>	<b><u>Matters Arising from Previous Minutes</u></b>		
	No matters arising from previous minutes.		
<b>6</b>	<b><u>President's Report</u></b>		

The year started well, with **sportscotland**'s acceptance of our Strategic plan ensuring funding for our activities over the next three years and validating our approach and our values. We welcomed the return of our outreach activities in Firhill and Ayr, our Junior Performance Development activities and an almost complete calendar of racing and events all thanks to the hard work of Scottish Rowing staff, clubs and volunteers across Scotland. At junior, senior and masters levels Scottish athletes produced outstanding performances at home and on the international stage, filling us with pride and hope for further success in this Olympic cycle. We saw the inaugural Home International Rowing Beach Sprints event hosted in partnership with The University of St Andrews and experienced the joy of our home team bringing home the first ever HIR Beach Sprints trophy. The year has also seen new staff members join our small team, greatly increasing our ability to deliver services to clubs and to the wider community. Most recently and, to the delight of many, we have welcomed the return of a fully functional rowing tank to the rowing centre after a long absence.

Sadly, the year also had its lows. In February the Russian attack on Ukraine affected us all, filling our news feeds with stories of atrocity but also of great courage. Closer to home we felt the loss of two well loved, talented and committed coaches, Glasgow Rowing Club's George Warnock in February and just a few months later, Ian Hunter of Inverness Rowing Club.

As the year progressed the impact of extreme weather events was seen with record breaking temperatures across much of Europe and very high winds causing problems at rowing events including our own Spring Regatta. The continued impact of Brexit and Covid was felt in increasing transport and equipment costs, and new obstacles for those competing in Europe. The recent death of Queen Elizabeth II affected most of us. Whatever our feelings on the monarchy might be, she was the only sovereign most of us have ever known and served the country with integrity for over seventy years.

Change like this is inevitable and, it seems, is increasing in pace and impacting our sport at local and national level. Economic and climate pressures continue and are now joined by ever higher levels of public scrutiny and greater expectation from members and funding bodies. In the wake of the Whyte Review into Gymnastics and the Scottish Cricket review, every level of our sport from the smallest club upwards, finds itself in the spotlight.

It is my firm belief, and those of my colleagues on the Board, that our Scottish Rowing Values, and the Behaviours agreed by Board and Staff as guidance for our new Strategy, will give us the resilience to get through these more turbulent waters. By using them as guides for our decision-making we can remain consistent in our aspirations and work together to make positive progress towards our vision of a welcoming and thriving rowing community.

**7. Chief Operating Officers Report**

This year has been one of recovery and "getting back to normal" after the disruption caused by the pandemic. The published race calendar went ahead - with only the weather to disrupt it - and it was fantastic to see clubs supporting events across Scotland, with some events experiencing record entries. As a consequence, Scottish Rowing membership numbers have started to bounce back and are nearing pre-COVID levels.

In April this year, we launched our new Strategic Plan, following extensive consultation across the sport. The new strategy has a focus on outreach and community activity and a real commitment to make the sport more accessible and inclusive. For those already active in rowing, there is an ambition to provide pathway opportunities for participants at different ages and stages of the sport – adding to the successful performance pathway activity which continues to expand and evolve. However, to be successful we need to do more to support the coaches and volunteers who deliver rowing in clubs and there are a series of initiatives planned for the coming year and beyond to move our coach education and development forward.

The Scottish Rowing Centre has a significantly more prominent place in our strategic plan than ever before. COVID confirmed what an asset it is for the sport – for community activity, supporting clubs and as a hub for our performance programme. Gillian Stewart has joined the Scottish Rowing staff team as programme manager for the centre and is tasked with continuing the excellent ground work done by Steve O'Connor to grow the activity at the centre.

Early in 2022 we restructured the staff team to align with our new strategic outcomes. We have filled all vacant posts, with Iain Rice taking on the role of Workforce Manager. We have also been fortunate in receiving funding from government schemes which has enabled us to improve some of the services we offer. However, to deliver the outcomes in our ambitious plan, we will need additional support to run events and activities and we will be looking to recruit and develop volunteers to help us make the step change in the amount of activity we provide.

As always, I would like to end my report with some thanks. First, to our funding partners **sportscotland** for their continued support and advice. Thanks also to the Scottish Rowing staff team for their hard work and commitment. The Scottish Rowing Directors are all volunteers who give generously of their time, support and expertise and willingly take on the responsibilities of governing the sport of behalf of the members. They are owed a huge debt of gratitude for their service. Finally the biggest thanks are due to all the volunteers across the sport who have worked so hard to make rowing happen this year.

## **8. Proposal of Special Resolutions – Amendments to the Articles of Scottish Rowing**

Paper previously circulated.

8.1 Amendment to Article 1.1.

Approved

8.2 Amendment to Articles 4 and 5.

Approved

8.3 To remove gendered terminology from and correct errors in the Articles of Association  
Approved

James Steel highlighted that he did not agree with the term they/them replacing he/she as one is plural and the other singular.

Prior to the vote there was a discussion on how the percentage of votes was calculated. Ben Thomas (Mi-Voice) confirmed it was taken from the number of votes submitted and not the number of people attending the meeting who have voting rights.

9.	<p><b><u>Proposal of Scottish Rowing Membership fees for year ending March 2024</u></b></p> <p>Approved</p>
10.	<p><b><u>Finance</u></b></p> <p>AC presented slides to the meeting on the accounts which have previously been approved by the Board.</p> <p><b>9.1. Presentation of Accounts</b></p> <p><b>I. Scottish Rowing Report of Directors for the year ended 31 March 2021 (Appendix 2)</b></p> <p>Paper previously circulated</p> <p><b>II. Scottish Rowing Supplementary Accounts for year ended 31 March 2021 (Appendix 3)</b></p> <p>Paper previously circulated</p> <p><b><u>9.2. Proposal of Accountant</u></b></p> <p>It was proposed that SR continue with JRD Partnership for the preparation of its accounts.</p> <p>JRD approved to continue as the Scottish Rowing accountant.</p>
11.	<p><b><u>Election of Board Members</u></b></p> <p><u>11.1 Director Coaching – John Gill</u> Approved</p> <p><u>11.2 Director (Ordinary) – Alistair Neill</u> Approved</p> <p><u>11.3 Director Performance – Dorothy Roberts</u> Approved</p> <p><u>11.4 Director (Ordinary) – Sam Winton</u> Approved</p> <p><u>11.5 Director Development – Chris Woods</u> Approved</p>
12	<p><b><u>Implications of Recent Reports into Failures of Governance in Sporting Bodies – Presentation and Discussion</u></b></p> <p>AC presented slides to the meeting highlighting two independent reviews carried out in two separate sports and the implications for Scottish Rowing.</p> <ul style="list-style-type: none"> <li>• British Gymnastics – Whyte Review found evidence of physical and emotional abuse.</li> <li>• Scottish Cricket – Changing the Boundaries review found evidence of racism.</li> </ul>

- Good Governance at all levels of the sport is critical.
- The need to promote good practice and recognise and deal with poor behaviour or practice to make the sport safer and more enjoyable for participants.
- Actions to manage risk
  - SR to continually challenge its own governance
  - SR to work with clubs to ensure there is a clear and well communicated framework of accountability for the sport
    - Defining and communicating standards of governance
    - Supporting clubs to achieve those standards
    - Holding ourselves and clubs to account
  - New codes of conduct for participants to be launched
  - Coach “Club” already live but will be promoted post AGM
  - Review of minimum requirements for clubs affiliating to SR is underway

Martin Claxton advised that he is currently the Home Nations director on the British Rowing Board and they have just gone through the same analysis. It was agreed that there is a need to raise awareness and educate clubs and provide support to both clubs and individuals.

13 **Other Competent Business**

Date of AGM 2023

The provisional date of the next AGM is 1<sup>st</sup> October 2023 and clubs will be consulted if this date is required to be amended.

Martin Claxton (SR Safety Officer) reminded clubs that there is an online incident reporting form and encouraged them to use this, no matter how minor the incident, to allow them to recognise trends and act upon.

CP advised the meeting that she would like to present her own AOB and apologised that this item did not form part of the main agenda –

*Some of you will know my wife and partner of 26 years was diagnosed with a rare form of blood cancer at the start of 2020. Despite several years of treatment we learned a few months ago that her condition is terminal. As any here who have faced a similar situation will attest, it takes a while to get your head around this news and to acknowledge its true impact. I have now done this and know that it will be impossible for me to continue in my role as President, to serve you and the wider rowing community with the focus the role demands and that I would wish to give it. Unfortunately, my decision came too late for the AGM, but Matt as Vice President will keep the ship afloat in his very capable way while we issue a call for nominations and a date for an EGM.*

*I would like to take this opportunity to thank all clubs for your trust in voting me onto the Board and to the Presidency and to everyone who has offered and provided kindness and support during this difficult time.*

*I will now formally step down and hand over to Matt.*

MT thanked CP –

*As a board member and as a President, an awful lot of your work can go unobserved and all too often unappreciated, however, it definitely doesn't go unnoticed. I want you*

*to take it from me, Caroline, as a member of our community, as a Board member and as President, consistently, without fail put our values, the pillars which unite us, above everything, using them as a guiding map to navigate sometimes challenging terrain. Caroline has led with an uncompromising sense of pragmatism, common sense and efficiency - ensuring that decisions are reasoned, coherent and made swiftly. (As we have seen even this afternoon, Caroline has a true rower's dedication and commitment, with only the most unforgiving circumstances breaking her away from overseeing the community which she deeply cares for.)*

*As a young, new member of the Board, Caroline struck me as an all too rare phenomenon; someone who is immensely accomplished in their own right, with a distinguished career and exceptional insight, but also someone who is grounded without fail and ensures that she empowers and trusts those around her. What I have always admired about Caroline is that she comes to discussions, having reflected deeply, researched widely, but still actively keen to hear from others - determined to ensure that every outcome is holistic, principled and clear. She has been and will continue to be someone that many people in our community look up to, and as an organisation, Scottish Rowing has undoubtedly highly benefitted from her stewardship, intellect, manner and nature. Building on previous Presidents, she further cultivated a culture of empowerment and diversity of thought on the Board - something that has driven effective governance, considered decisions and ultimately, importantly, developed and improved our provision to rowers across Scotland. I know we shall very much miss our 'lady in the caravan' dialling into calls, with a constant smile and a curious mind making sure Scottish Rowing remains true to its purpose and vision.*

*Caroline - thank you so much for your duty, kindness, care and for personifying our values - Scottish Rowing is stronger because of you, and we owe you a debt of profound gratitude for your service - I hope that the care, pride and support that you have shown in our community, will be reciprocated back onto you as you step back, but certainly not away from our community.*

MT thanked everyone for attending and closed the meeting.