

Scottish Rowing  
**AGM – 6th of October 2024**  
 Zoom – 1.30pm

	<p><b><u>Welcome</u></b></p> <p>Alistair Neill (AN) welcomed everyone to the meeting.</p>																																																																															
<b>1</b>	<p><b><u>Accreditation</u></b></p> <ul style="list-style-type: none"> <li>• 20 Clubs represented at the meeting/29 individual votes</li> <li>• 4 Proxy votes from 2 clubs received.</li> </ul> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 40%;">Club</th> <th style="width: 30%;">Name</th> <th style="width: 30%;">Name</th> </tr> </thead> <tbody> <tr><td>Aberdeen Boat Club</td><td>Charlotte Delcros</td><td>Lee Garratt</td></tr> <tr><td>Aberdeen Schools Rowing Association</td><td></td><td></td></tr> <tr><td>Aberdeen University Boat Club</td><td>Ronya Assady</td><td></td></tr> <tr><td>Castle Semple Rowing Club</td><td>Keith Robertson</td><td></td></tr> <tr><td>Clyde Amateur Rowing Club</td><td>Magnus Woods</td><td></td></tr> <tr><td>Clydesdale Amateur Rowing Club</td><td>Graham Gibb</td><td>Ryan Finnigan</td></tr> <tr><td>Deeside Scullers Club</td><td></td><td></td></tr> <tr><td>Dundee University Boat Club</td><td>Caroline Crabb</td><td></td></tr> <tr><td>Edinburgh University Boat Club</td><td>Charley Faint</td><td></td></tr> <tr><td>George Heriots School RC</td><td></td><td></td></tr> <tr><td>George Watson's College Rowing Club</td><td>Hamish Burrell</td><td></td></tr> <tr><td>Glasgow Rowing Club</td><td></td><td></td></tr> <tr><td>Glasgow Schools Rowing Club SCIO</td><td>Iain Somerside</td><td>Iain Foss</td></tr> <tr><td>Glasgow University Boat Club</td><td>Jessica O'Dell</td><td></td></tr> <tr><td>Heart of Scotland Boat Club</td><td></td><td></td></tr> <tr><td>Heriot Watt University Boat Club</td><td>William Coalter</td><td>Amy Henderson</td></tr> <tr><td>Inverness Rowing Club</td><td>Robert Gordon</td><td>Tim Latham</td></tr> <tr><td>Loch Lomond Rowing Club</td><td></td><td></td></tr> <tr><td>Nithsdale Amateur Rowing Club</td><td>Alison Dunse</td><td></td></tr> <tr><td>Robert Gordon University Boat Club</td><td>Laura Stewart</td><td></td></tr> <tr><td>St Andrew Boat Club</td><td>Lindsay Flockhart</td><td>Neil MacFarlane</td></tr> <tr><td>Stirling Rowing Club</td><td>David Sannachan</td><td>Samantha Sellars</td></tr> <tr><td>Stirling University Boat Club</td><td></td><td></td></tr> <tr><td>Strathclyde Park Rowing Club</td><td>Thomas McGrory</td><td>Claire Dickson</td></tr> <tr><td>Strathclyde University Boat Club</td><td></td><td></td></tr> </tbody> </table>		Club	Name	Name	Aberdeen Boat Club	Charlotte Delcros	Lee Garratt	Aberdeen Schools Rowing Association			Aberdeen University Boat Club	Ronya Assady		Castle Semple Rowing Club	Keith Robertson		Clyde Amateur Rowing Club	Magnus Woods		Clydesdale Amateur Rowing Club	Graham Gibb	Ryan Finnigan	Deeside Scullers Club			Dundee University Boat Club	Caroline Crabb		Edinburgh University Boat Club	Charley Faint		George Heriots School RC			George Watson's College Rowing Club	Hamish Burrell		Glasgow Rowing Club			Glasgow Schools Rowing Club SCIO	Iain Somerside	Iain Foss	Glasgow University Boat Club	Jessica O'Dell		Heart of Scotland Boat Club			Heriot Watt University Boat Club	William Coalter	Amy Henderson	Inverness Rowing Club	Robert Gordon	Tim Latham	Loch Lomond Rowing Club			Nithsdale Amateur Rowing Club	Alison Dunse		Robert Gordon University Boat Club	Laura Stewart		St Andrew Boat Club	Lindsay Flockhart	Neil MacFarlane	Stirling Rowing Club	David Sannachan	Samantha Sellars	Stirling University Boat Club			Strathclyde Park Rowing Club	Thomas McGrory	Claire Dickson	Strathclyde University Boat Club		
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	Tay Rowing Club	Stewart Fleming	
	The Glasgow Academy	Mary Massaro	Mayhar N-Amiry
	University of St Andrews Boat Club	Grace Webb	
	<b>BOARD</b>		
	Board	Alistair Neill	
	Board	Alastair Clarkson	
	Board	Sophie McCall	
	Board	Laura Graham	
	Board	Jonny Logan	
	<b>STAFF</b>		
	Lee Boucher – Scottish Rowing CEO	Carol Ann Ellis – SR Administrator & Minute Taker	Gillian Stewart – SR Interim Pathway Development Lead & SRC Programme Manager
	Tom Young – SR Interim Head of Performance & Lead Performance Pathway Coach	Ronan Welch – SR Pathways Manager	Helen Lawrance – SR Competition and Events Manager
	Iain Docwra – SR Beach Sprints Pathway Coach	Cara O'Donnell - SR Sports Programme Co-ordinator	David Johnson – SR Management Accountant
	<b>OBSERVERS</b>		
	Charlotte MacBeath – <b>sportscotland</b> Partnership Manager	Ken McCracken - JRD	Mike Martin – SR President Nomination
	Fiona Rennie – SR Director Nomination	Ben Thomas – Mi-Voice (voting system)	Martin Claxton – SR Safety Advisor
	Ailie Ord – Strathclyde Park RC	Graeme Cunningham – Heart of Scotland BC	Lesley Afuakwah – Castle Semple RC
	Sam Thornton – Edinburgh University BC	Hannah Anderson – Stirling University BC	James McNiven – The Glasgow Academy
<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>• Dame Katherine Grainger DBE – Honorary President</li> <li>• Peter Morrison – Honorary Vice President</li> <li>• Strathclyde University BC</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>		

At the 2023 AGM, Iain Somerside (IS) (Glasgow Schools RC) requested the overall number of active memberships which Amanda Cobb emailed to him after the meeting. IS questioned if the data had been circulated to all member clubs and Lee Boucher (LB) advised that it was his understanding that they had. LB informed the meeting that the membership figures were included in the 2023-24 annual review which was circulated to clubs and is also published on the SR website.

IS highlighted that the membership figures appear to have dropped significantly, and LB confirmed that he would cover this in his report during the meeting.

**6** **President's Report**

AN referred to his President's Report from the Annual Review.

*This has been a year of change within Scottish Rowing. At the 2024 AGM we welcomed Laura Graham as Director (Coaching) and Sophie McCall as Director (Development) to the Board of Scottish Rowing. When Matt Taylor was confirmed as President at the 2024 AGM, I was pleased when he asked me to be his Vice-President. Little did we know then that within a few weeks, Matt would have to stand down from his role due to illness, and I would take over as acting President. Sam Winton and Neil McIver also stood down during the year, due to work commitments, and I would like to thank Matt, Sam and Neil for their contribution to the Board. After a robust and thorough process, in May we welcomed three new members to the Board – Alastair Clarkson as Finance Director, Jonny Logan as Commercial Director and Robert Gordon as Ordinary Director.*

*In May we also lost our COO, as after almost 14 years in the role, Amanda decided it was time to hang up her oars and retire. Amanda had overseen a significant and highly successful period in Scottish Rowing's history, as well as navigating the sport through the pandemic. After another round of interviews, we were very pleased to appoint Lee Boucher as our new CEO. Lee, who moved from Head of Performance and Pathways with the organisation, brought not only his wealth of experience and insight from within the organisation but also a set of fresh, dynamic ideas for both strategic and operational change.*

*The changes in the Board were still not complete, and in July, after nearly a decade on the Board as Director (Performance) Dorothy (Dot) Roberts announced that she was stepping down with immediate effect due to other personal commitments.*

*With all of these changes within the leadership of the sport, I feel that this would be a good time to complete the transformation to a fresh new Board, and I have decided that after nine years on the Board of Scottish Rowing, I would not stand for re-election at this year's AGM. I would like to sincerely thank the existing board members for their support, dedication and enthusiasm over the years, and to wish the new Board and our CEO all the best, and I am sure that the sport will thrive under their guidance and leadership.*

*Whilst I have spoken about the leadership of Scottish Rowing, we must also remember the leadership within our member clubs. Contrary to popular belief, these clubs are not*

*run by magic pixies, they are run by hard-working, dedicated individuals, people who give their time to make sure that others can enjoy our sport.*

*This group of individuals, led by a club President, includes the club Treasurer who makes sure that the club has sufficient finances to pay the bills and to buy new boats and equipment. The Secretary, who keep open the lines of communication within and outwith the club. The Boat Master who carries out repair to boats and equipment and makes sure the fleet is in the best possible shape. The Safety Officer who ensures that we can train and row safely. The committee who run the club. And in almost every club, you will find that group of people who just step in and do everything, well almost everything else. These people are the backbone of the clubs, and the backbone of the sport. Without them, we would not have the sport of rowing as we know and love it.*

*When we next turn up for a training session, spare a thought for this group of often unsung heroes, and in your own way, say thank you to them all for keeping this sport that we love alive and thriving.*

AN highlighted the sad passing of George Hunter at the end of 2023. The meeting held a moment of silence to reflect on those lost over the past year.

## **7. Chief Executive Officer's Report**

LB referred to his CEO Report from the Annual Review.

*In a year of significant change within Scottish Rowing, I'm delighted to be introducing my first Annual Review as CEO of the organisation. I'm extremely grateful for the positive messages of support from across the rowing community since I took up the role. I believe that we are all custodians of an incredible lifelong sport, and I look forward to giving my all as part of a team effort to help create more opportunities for more people to enjoy the many benefits that rowing can provide.*

*In May, we said goodbye to our Chief Operating Officer Amanda Cobb after more than 13 years of distinguished service with Scottish Rowing. Amanda worked tirelessly and selflessly, often behind the scenes without fanfare, to help progress our sport and the organisation that she leaves behind is unrecognisable to the one she arrived at over a decade ago. On a personal level, I'd like to thank Amanda for the support and encouragement that she provided to me over many years.*

*The Board of Scottish Rowing has also seen a significant turnover of members within the last year. I'd like to join Alistair in thanking those who have stepped down whilst welcoming our new Directors. The sport would not be able to operate without these dedicated volunteers who give up so much of their time. Alistair himself will step down from the Board at the AGM and I would like to acknowledge his significant contribution to Scottish Rowing that goes way beyond his role as a Director. Thank you, Alistair!*

*2024 has of course been an Olympic and Paralympic year which gives our sport a unique moment in the spotlight. It is hard not to be inspired by the outstanding achievements of our British athletes in Paris this summer and it has been encouraging to hear about the increased interest that this has helped to generate in learn to row*

*courses in clubs and for beginners taking up the sport across our school and university programmes.*

*Over the next 12 months, Scottish Rowing will be developing our new strategic plan and in the coming months myself and the team will be embarking on a roadshow up and down the country to hear more about the challenges and opportunities at a local level. I am under no illusion about the size and scale of the issues facing community sport, especially in the current climate, however by working together and investing in the people who make things happen we have a chance to build a better future at all levels.*

*I hope that you enjoy reading about some of the highlights from across the last year in this annual review. The reports showcase the many successes across the sport from our community outreach initiatives to club sport and performance pathway activities, and cover both 'classic' flatwater programmes as well as the emerging coastal sculling discipline.*

*These achievements would not be possible without your efforts, so thank you for continuing to go above and beyond to drive the sport forward – whether you are a performance athlete, a club volunteer, a coach or official, a partner organisation, or a staff or board member. This review is a testament to your hard work, dedication and talent and I look forward to what the next year brings.*

LB presented a video to the meeting showing the highlights over the past year and thanked Holly Jones (SR) for her hard work in pulling together.

LB thanked everyone who contributed to the great work carried out over the year and gave special thanks to -

- The staff members who have now left the organisation - Amanda Cobb (SR COO), Iain Rice (SR Workforce Development Manager) and Dale Flockhart (SR Assistant Performance Pathway Coach) for their contribution to SR.
- The Board members who have now stepped down - Matt Taylor (President), Dot Roberts (Performance Director), Sam Winton (Ordinary Director) and Neil MacIver (Finance Director) for their contribution to the Board.
- Alistair Neill for stepping up as acting President.

LB presented slides to the meeting highlighting the following areas:

- A year of change at SR
- Strathclyde Park refurbishment update
- Online entry system
- Glasgow 2026 update
- Membership and participation data
- 2024 GB representation
- Political and sporting landscape
- Looking ahead

8.	<p><b><u>Proposal of Special Resolution – Amendments to the Articles of Scottish Rowing (Appendix 2 and 3)</u></b></p> <p>Alastair Clarkson (AC) gave a brief overview of the changes being proposed.</p> <p>Approved.</p>
9.	<p><b><u>Proposal of Scottish Rowing Membership fees for year ending March 2026</u></b></p> <p>LB gave a brief overview of the proposed increase to the membership fees.</p> <p>Approved.</p>
10.	<p><b><u>Finance</u></b></p> <p>AC introduced David Johnson (DJ) to the meeting:</p> <p><i>SR have entered into a service level agreement with Scottish Gymnastics for David Johnson to provide management accounting services to us; at a commercial rate for on average two days per month. David is a Management Accountant, currently Interim Head of Finance at Scottish Gymnastics, and brings a wealth of experience of providing management accounting information of sporting bodies, having previously worked at Cricket Scotland and Scottish Rugby.</i></p> <p>DJ presented slides to the meeting on the accounts which have previously been approved by the Board.</p> <p><b>10.1. Presentation of Accounts</b></p> <p><b>10.1.1 Scottish Rowing Report of the Directors and Financial Statements for the year ended 31 March 2024 (Appendix 4)</b></p> <p>Mahyar N-Amiry (MNA) (The Glasgow Academy) enquired what percentage of SR income is allocated to staffing costs. DJ confirmed it was 45% of income and that this is in line with other governing bodies.</p> <p>MNA also highlighted that travel and accommodation expenses have increased significantly since last year. DJ advised that he has not carried out any analysis on this but suggested that it would be in line with the increase in staff, and partly due to inflation.</p> <p>Ailie Ord (AO) (Strathclyde Park RC) queried where rent and water charges could be located. LB confirmed that the rent figures were in the accounts and other charges (such as boat and launch storage) were captured within the programme costs.</p> <p><b>10.2. Proposal of Accountant</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><b><u>11.1 Scottish Rowing President – Mike Martin</u></b></p> <p>Approved</p>

	<p><b><u>11.2 Director (Performance) - Jim McNiven</u></b>  Jim McNiven withdrew his nomination for the Director vacancy ahead of the AGM and as there were no other nominations and insufficient time to reopen nominations ahead of the AGM, the Board have agreed to run an open recruitment process over the coming weeks.</p> <p><b><u>11.3 Director (Coaching) - Laura Graham</u></b>  Approved</p> <p><b><u>11.4 Director (Ordinary) - Robert Gordon</u></b>  Approved</p> <p><b><u>11.4 Director (Ordinary) - Fiona Rennie</u></b>  Approved</p>
12	<p><b><u>Update from the Competition Working Group</u></b></p> <p>Fiona Rennie (FR) presented slides to the meeting outlining the work being carried out by the Competition Working Group.</p> <p>Areas to highlight were:</p> <ul style="list-style-type: none"> <li>• Competition calendar updated on website</li> <li>• Working with event organisers in run up to events</li> <li>• Spring Regatta and Scottish Championships 2025-26 – working with SROC and clubs to explore alternative options during period of disruption at Strathclyde Park</li> <li>• A refresh of the Rules of Racing</li> <li>• Gathering information and consultation on racing categories and status points</li> <li>• Working with SSS and university rowing clubs to integrate student events into SR events</li> </ul> <p>FR thanked Neil MacFarlane, Helen Lawrance and Ronan Welch for all of their support and hard work.</p>
13	<p><b><u>Scottish Rowing Awards</u></b></p> <p>LB and Ronan Welch (RW) presented slides to the Board announcing the award winners.</p> <p><u>Young Volunteer of the Year</u> – William Coalter (Heriot Watt University BC)  <u>Volunteer of the Year</u> – Gary Bain (Aberdeen BC)  <u>Club Coach of the Year</u> – Skye Ballance (Clydesdale ARC)  <u>Performance Coach of the Year</u> – Holly Reid (Aberdeen Schools RA)  <u>Junior Athlete of the Year</u> – Sophie Sinclair (Aberdeen Schools RA)  <u>Senior Athlete of the Year</u> – Cam Buchan (Edinburgh University BC)  <u>Initiative of the Year</u> – GUBC Sustainability Project  <u>Crew of the Year</u> – Maia Hely and Anna Fisher (St Andrew BC)  <u>Club of the Year</u> – St Andrew BC  <u>Lifetime Achievement Award</u> – Ron Wallace (Aberdeen BC)</p> <p>LB and RW congratulated the successful nominees and thanked everyone who took the time to nominate.</p> <p>RW will contact the award winners to arrange to present the awards in person.</p>

**Other Competent Business****14.1. Ordinary resolution proposed by Glasgow Schools Rowing Club**

Laura Graham (LG) read out the following briefing note to the meeting -

*The Board are keen to encourage transparency around processes and decisions but we recognise that discussion of this particular issue runs the risk of breaching confidentiality, should any detail on specific cases be disclosed. We as a Board will of course be required to be cautious in our responses in order to fulfil our obligation to protect members, staff, and volunteers but we would respectfully remind speakers that they must do the same. This clearly would include avoiding naming specific parties but it would also be considered a breach if sufficient detail is given that an individual or organisation can be identified. Given that rowing in Scotland is a relatively small community, we believe the risk of identification is high. If it becomes apparent that the direction of the discussion is leading towards a potential breach, we will act immediately to pause the speaker. If the conversation is not steered back to more appropriate content for such a public forum, we reserve the right to end the conversation.*

Iain Somerside (Glasgow Schools RC) addressed the meeting regarding the club's proposal for an independent enquiry to be carried out on the Scottish Rowing complaints policy and procedures used by staff, officers and volunteers of SR, to ensure that cases are properly investigated by the appropriate persons and to allow volunteers and coaches to feel safeguarded by both their club and governing body.

Due to IS raising issues of a personal and confidential nature he was removed from the conversation.

Iain Foss (Glasgow Schools RC) concluded the statement highlighting that they are asking clubs to support an independent investigation. If clubs have the expertise and resources, they could be enlisted to carry out the independent investigation to reduce the financial implications.

The motion was not approved.

**14.2.**

LG issued a formal response to the proposal -

*The Board was made aware of a complaint around an operational decision last year. This operational decision was reviewed three times, by three separate groups of Board members, including those recruited during the year and who were hence completely removed from the initial incident. The same decision was reached by the three groups, independently.*

*The Board recognised that some operational processes could be strengthened and took responsibility for this in communication with the complainant. These processes, one of which cannot be disclosed for confidentiality purposes and the other being the complaints procedure, have now been refined. The amended complaints process, brought in line with British Rowing's structure, has been sent to all members for full transparency.*

*At every step of this process, legal advice was sought to ensure that external review had taken place and that Board members were acting appropriately and within sport*



*governance guidance. We are certain that we have responded to the issues raised in a manner that is thorough, comprehensive, and objective. We are confident that an independent review would find the same.*

*Our legal team have advised us that an independent review could cost upwards of £50,000. This would be a major financial loss and it would critically impact rowing activities in the community, opportunities for our athletes, and member fees. We feel this is a completely unnecessary action, and hence expenditure. This year, we have a new CEO, and now an entirely new Board. There is considerable expertise, talent, and enthusiasm in our new team and we have ambitious plans to move rowing in Scotland forward in the most positive direction possible. We are confident that we have already gone above and beyond to address the specific concern raised, investing considerable time and financial resources to do so, and that we now all need to work together across our community to take our sport forward into a really bright future.*

### **14.3. Date of AGM 2025**

The provisional date of the next AGM is 5<sup>th</sup> October 2025.

Mike Martin (MM) thanked AN for his years of dedicated service to Scottish Rowing in his various roles and wished him the best of luck.

AN thanked everyone for attending and closed the meeting.