

Scottish Powerlifting AGM Minutes

11am, 9th November 2019

Attendees: Will Brown (WB), Martin Boa (MB), Jaclyn Smith (JSm), Jim Mutrie (JM), Sam Ella (SE), Katy Lavery (KL), Mairi Scobie (MS), Allison Gibson (AG), Laura Munro (LM), Lynda Banks (LB), John Soulsby (JS), Bianca Mourik (BM), Aaron Moran (AM), Johanna Platt (JP), Alasdair Walls (AW), Cathy Macaslan (CM), Claire Tocher (CT), Rachel Steedman (RS)

Apologies: Alex Mathieson, Marlene Mathieson, Melissa Wall, Steve Wall, Bernie McGurk

1. Approval of 2018 Minutes – no issues, approved as stands
2. Committee Reports:
 - Report from Director of Scotland
 - Report from the Chairman
 - Report from the Treasurer
 - Report from the General Secretary
 - Report from the Media Officer – trialed FB post boosting for All Scottish, increased reach by almost 7x plus shares tripled from standard posting. Comp filled in record time, minimal cost of \$15. Media growth continues, 360 more FB likes vs 2018. IG followers increased 800 from 2018
3. Approval of 2019/20 Budget:
 - Discussion on rationale for purchasing of the new SP van vs the cost of hiring and risks involved
 - £1000 referee fund allocated to recompense referees at the end of the year for travel expenses to officiate at Scottish competitions
 - Nominal increase in competition entry fees (£5 increase per comp) to cover the increased costs of venue hire, which have tripled since 2015
 - New calibrated Rogue competition plates to be purchased for SP competitions
 - Original Eleiko kit has been damaged beyond repair, WB in contact with manufacturer
 - New timer to be purchased to take pressure off the table staff and ensure a referee/MC is in control of platform timings
 - No issues or objections raised, approved as stands
4. Notices of Motion

Membership fees for committee members to be paid by SP – proposed by John Soulsby

WB: example of Marlene Mathieson, paying a membership fee but not competing, purely paying to be a volunteer

LB: is this ongoing or to be reviewed annually

WB: reviewed annually in line with budget

MB shared the balance sheet to demonstrate where the cost would be managed

Unanimously passed

Amalgamation of the CSO, DR and UR roles into new role of "Membership Liaison / Lifters Representative – proposed by William Brown

LM: agree with amalgamating Uni and Diversity but think Safeguarding Officer should be retained

WB: significant increase in SJ lifters in 2019 including 3 x U16. In lieu of BP guidelines (JS raised concerns that these are not in line with Scottish legislation) – SP have been proactive in working with Sport Scotland to review practices, roads for members to raise concerns with the organisation. We have also paid for PVG for a number of officials, with a view to increase this.

Motion modified: unanimously passed

Removal of role of Equipment Coordinator from the committee – proposed by WB

Historic role which no longer fits the needs of the organisation format and logistics of running a full competition schedule. Responsibilities have been de facto picked up by the Comp Secretary role, this would be formalised.

JS: current model means that if WB/JS are not available then we are not in a position to run competitions, need to make things easier to share the load

Unanimously passed

Creation of new non-executive role of "Volunteer Coordinator" – proposed by WB

Unanimously passed

Proposed change to record claiming process – lifters to be required to make a claim online for any SP records achieved at non-SP competitions within 4 weeks of achieving said record – proposed by Jaclyn Smith

Current process is fully manual and not all results are easily accessible – form is already live on the system and being used. This will give clear timeframes for records being updated

Unanimously passed

Change to banking facilities - proposed by Martin Boa

WB: clarify that no refunds on membership fees or competition fees. Continue to allow transfer of entry fees to an alternative competition

MB: current named on the account with RBS are Martin Boa and Alex Mathieson and revolves around cheques. Numerous loopholes, essentially in MB's name, money is having to be moved around personal accounts to make payments and make expense claims. Has been raised with RBS to add debiting facility but requires change to account structure. Risk to SP as Martin would be the

named account holder. Any successor to Treasurer role should be ratified to ensure fit to take the post financially.

JS: can we utilise a co-business account model as this might have less risk attached

LB: for your personal liability this is a huge risk to you and to SP, need to have 2 named persons on the account

MB: we are currently having accounts reviewed independently, but need to ensure that any future Treasurer has been vetted

MS: will this change payment methods for members

MB: potentially, we have been reviewing a number of options to allow easier online authorisation of payments, these are all linked to the banking structure

Agreed in principle - to review the change to banking facilities to allow better structure of payment and less personal and organisational liability. No decision to be made on what choice is made, but unanimous agreement that the current set up should be changed to the most risk-managed option available.

WB: Motion modified – deadline for having completed this review set January 1st 2020 to be voted on and ratified by the committee until review at 2020 AGM.

5. Voting on officials

As per 2019 committee with the following exceptions:

Sam Ella voted into Records Registrar, nominated by Katy Lavery

Child Safety Officer: Jaclyn Smith, nominated by Rachel Steedman

Uni Rep and Diversity Rep roles have now been amalgamated into "Lifters Representative" – discussion on naming the role "University and Diversity Representative"

Nomination from the floor of Rachel Steedman by Johanna Platt, seconded by John Soulsby

New role of "Volunteer Coordinator" as agreed in motions – Katy Lavery nominated from the floor by Sam Ella, seconded by Jaclyn Smith

6. Approval of 2020 Calendar

LM: British Equipped the same weekend as Eastern Districts – might be an issue for referee availability?

JS: struggling for other weekends due to 6 Nations etc.

WB: hoping to run a referee exam in advance of districts to mitigate

No objections

AOB:

JS: Scottish Equipped Championship QT is currently set at same level as BP – JS suggests removing the QT to encourage new equipped lifters to take part at Scottish Championships level and be proactive to encourage equipped lifting

JP: suggestion from the social media population that SP should run taster sessions

WB: Athena Meet is a good example of how anyone can run competitions in the community, SP can and will support where the capacity exists

JP: need to do some communication via social media to encourage community initiatives

WB: Addition of Best Male and Female Lifter trophies at Scottish Classic Championships to be named in honour of Alex and Marlene Mathieson for their outstanding contribution to Scottish and International Powerlifting.

WB: Circulation of 2020 Committee Goals to the attendees, to be shared to the membership to drive accountability and allow members to see tangible achievements made by the committee throughout the year

JP: review of Classic QT?

WB: potential to look at options for selection of participants rather than arbitrary QT levels

AM: Irish PF have a Top 7 with a waiting list for nationals and this works well at lower level to encourage participation

JSm: Enough people made the QT for Classic for it to have been a much busier competition

MS: qualifying procedure process unclear (e.g. if less than 12 months between championships can we use totals from last championships)

WB: need to make this clearer on website as nothing specific to clarify. Due to changes to dates of Scottish Classic Championships being brought forward, lifters who achieved the QT at 2019 Scottish Classics can use this to enter 2020 Scottish Classics.

MS: merchandise suggestion – ordering via social media posts to let people know that they can order in advance of competitions?

JP: manpower issue / bulk ordering is more cost effective

WB: we also are potentially looking to update the logo so new merchandise will have the new branding on this – we therefore need to clear backlog of current merchandise. Also looking to

expand merchandise using IPF approved manufacturers for Team Scotland competitors at international comps (Home Nations / Commonwealth Championships)

WB: In light of recent challenges in terms of volunteer numbers at British Championship level, call to SP members who are attending to compete / spectate / handle to volunteer to help with table duties / spotting, loading etc. to support British Powerlifting efforts and promote increased relationships between the GB Federation divisions.

Report from Director of Scotland

I ran a BP Referee's Exam on the 7th April 2019, 11 people sat the exam 9 were successful in attaining Divisional status.

I have run an exam every year since 2013, the number attending in 2019 was by far the largest so far. I would like to state my appreciation and thanks to the 22 referees who have put in platform time this year. Thank you!

Also, my thanks to Bernie and the Committee for all their hard work this year.

Scotland has run 10 competitions again this year, including the newly named "All Scottish Competition".

It is gratifying to see that more volunteers are coming forward to help at competitions. I want to thank Cathy and Ian Macaslan for their hard work on the table throughout the years and training so many others to help too.

At the time of writing membership stood at 450 for 2019.

Digital membership cards were issued to members this year for the first time. Well done and many thanks to Laura Munro for setting all this up. For 2020 membership cards will be emailed to all members by the BP Membership Secretary. This should take some of the pressure off Laura.

Drug testing continues at SP competitions despite the increase in cost due to VAT now being charged.

And finally, a huge well done to all our International lifters, especially those in the Commonwealth Team for a great result in Canada.

Alex Mathieson

Chairman's Report

I must apologise for being unable to be being present at the AGM.

I have now completed my second year as chairman and I must firstly congratulate the rest of the committee on a very successful and productive year, making my job very easy.

There are always ups and downs, but with the committee working as a team I feel we have resolved most problems and provided our members with an enjoyable year.

The year started as always with the district competitions which saw huge numbers tuning out. Throughout the year Scottish powerlifting ran 10 competitions with 498 competitors, up from 478 last year. A big thank you as always is due to the competition secretary John Soulsby and his team for all the hard work involved in organising and setting up competitions.

Thanks to referees, spotters, loaders and table staff, who all gave up their time to make these events happen.

It is hoped next year we can recruit the help of even more helpers to alleviate the workload of those who are ever present.

Membership reached 450 this year, slightly down on last years 455, but very healthy in any case.

SP have boasted numerous British champions this year, from junior through to masters, classic and equipped. With numerous athletes competing internationally at European and World championships, taking many titles on the world stage.

This is testament to the hard work and talent we have in Scotland that we can mix it with the very best.

Scottish powerlifting sent a team to Canada to compete in the Commonwealth championships, with every lifter coming home with medals.

A very well done to all lifters throughout the year, everyone is a credit to this great sport and long may it continue to grow.

In 2 weeks time we see team Scotland travel to Dover to compete against Britain's finest at the Home Nations Championships, good luck to all and let's bring home the trophy.

SP also put on a divisional referees course with a further 5 new referees passing, we also gained 4 referees to national status. A further course is planned for early 2020.

SP were again to the fore in carrying out drug tests at numerous competitions, 14 lifters were tested with 13 negative results and one re test ongoing. SP will continue to try and rid drug users from the sport and carry out as many tests as financially possible.

Last year we remarked on our failure to provide SP clothing, I am very happy to say we addressed this and provided clothing for sale at a few completions throughout the year, we will continue to provide this service and find ways to make purchasing more accessible.

We also purchased a new van which although a big outlay, will be a massive saving throughout the year instead of hiring them, thus making movement of equipment and organising of competitions so much easier.

Scottish Powerlifting continues to grow and produce great athletes, the priority is always with lifters in mind, we will continue to strive to improve and meet the demands necessary as best as can be done.

Thank you all

Your chairperson Bernie McGurk.

Treasury Report

This year we have continued to focus on improving the competition experience for both lifters and volunteers. Our competition expenses have increased with this in mind, but we have also had a record number of entries this year and have almost doubled our total expenditure in income from competitions. Following internal committee discussion we opted to purchase a van rather than hiring. Whilst a large expenditure, from a medium term economical perspective it is far cheaper vs hiring for each competition and also streamlines the competition planning process greatly.

We had a large amount of arrears that came into play following the conclusion of the 2018 competition calendar and thus were carried over into 2019. The first of these was an outstanding balance on IDTM drug tests which typically appear 4-6 weeks following the actual tests. We became applicable for VAT (which we were originally excluded from) in the Spring of 2018 too, British Powerlifting have been looking into this issue, but at this time it is looking like we will have to continue paying this increased amount along with any organizationally scaled increases in services. At this time we are all clear for 2019 with IDTM. I have raised the budget for anti-doping, both so we can account for any increases in price due to exchange rate fluctuations and the cost of implementing some additional testing.

Home Nations 2018 whilst a fantastic competition, was extremely costly to us and many various expenses and outstanding balances carried over into the 2019 year. We subsidized altogether around £6000 for the banquet, entertainment and accommodation (note: this doesn't include the additional competition expenses that we incurred for hosting an additional competition) in the 2018 and 2019 financial years.

There was a noted drop of around 5% in membership income this year, despite similar membership numbers as last year. Some of this can be attributed to the ineffectiveness of the Summer Deal membership this year. In summer 2018, the deal was particularly effective due to the number of competitions remaining when it came out. We had two competitions running towards the end of 2018 that typically result in new memberships (Autumn Open Entry and Juniors Championships). This year's calendar meant that we only had one competition (All Scottish) which filled up extremely quickly. We opted to close memberships at this point to avoid people paying for a Deal membership and not being able to compete until 2020. Following this scenario we opted to ditch the Push Pull competition (which has diminished in popularity) in favour of an additional Open Entry competition or competition date to make the deal membership more viable in 2020 and accommodate for an increase demand for autumn competitions.

British Powerlifting at their AGM this year announced that they have chosen to increase membership prices. This means that our membership affiliation fees also increase. At an EGM in the summer it was agreed that we would increase our 18+ membership from £40 to £50 and our u18 membership from £20 to £25. The membership income contributes not only to British Powerlifting affiliation, but also to the cost of carrying out Drug Testing, it was therefore mandatory that we increased the membership prices (which had remained fixed for several years without an increase).

We have opted to not continue using PayPal as a payment option and are looking into alternative payment options. A big factor in this decision was the total estimated cost of the service if we standardized PayPal as the payment method for all transactions. The potential service charges extending to well over £1500.

We agreed to bring back merchandising of Scottish Powerlifting products. We agreed to purchase stock which we sold at most of the competitions this year. Whilst it is popular with members, the average sale varied and we were unable to recoup what we spent this year or turn a profit. We still have some stock remaining however, and may be able to recoup our expenses or turn a profit. There has been some internal discussion regarding the branding of Scottish Powerlifting, and thus future merchandising will be affected by this outcome - this will be discussed at the AGM. For now I have put down an initial budget for when we do look at merchandising in 2020.

Investing in Google Suites licensing has been an enormous success. Using the suites has greatly streamlined the administrative processes

I appointed an accountant to look over 2018's accounting along with the carry over expenses. I am still currently awaiting their written report which I will attach to my report when I have received it.

As a committee we made the decision to incorporate Scottish Powerlifting in 2018. The idea behind this was that we would have some liability as an entity as the sport grew. British Powerlifting has subsequently assured us that they cover us as a parent entity and we are currently on hold with regards to implementing the incorporation of Scottish Powerlifting. The incorporation, importantly was designed to help us streamline business transactions.

Looking at the issue of this and discussing it with the Competition Secretary I have proposed a motion to change the Scottish Powerlifting bank account, as it is currently restricted only to cheque based transactions – which is seldom accepted by businesses in this current era, and forces us to extend the transaction process, sometimes forcing myself and the Competition Secretary to use our own finances to purchase goods and services and then claim it back from Scottish Powerlifting (which offers us little protection).

For the year ahead and to continue solvency I recommend we look at creating additional revenue streams at the competitions themselves and look at extending the number of entries we can get into each competition date – where this is possible and applicable.

- Martin Boa (Treasurer)