

**SCOTTISH VOLLEYBALL  
MEMBERS MEETING MINUTES**

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**DATE:** SATURDAY 22<sup>ND</sup> JUNE 2024

**TIME:** 11.00 – 15.00

**VENUE:** LAURIE LIDDELL CLUBHOUSE, PEFFERMILL PLAYING FIELDS, PEFFERMILL ROAD, EDINBURGH, EH16 5LL

**SV STAFF & BOARD PRESENT:**

SCOTT BORTHWICK	<b>SB</b>	CHAIR OF THE BOARD
MARGARET ANN FLEMING	<b>MAF</b>	CEO
LEIGH WATSON	<b>LW</b>	BOARD MEMBER
BLAIR PETTIGREW	<b>BP</b>	HEAD OF DEVELOPMENT
SIMON EPPS	<b>SE</b>	OFFICE MANAGER
ROWAN JOHNSTON	<b>RW</b>	COMPETITIONS AND EVENTS OFFICER
DANNY TRAYLOR	<b>DT</b>	WORKFORCE AND WELFARE OFFICER
SARAH JANKOWITZ	<b>SJ</b>	HP BEACH COACH AND PROGRAMME MANAGER

**SV MEMBERSHIP PRESENT:**

DAVE MUNRO (PERTH & KINROSS), JAS ORR (SU RAGAZZI), ALISON PLATTS (NUVOC), BILL STOBIE (NUVOC), DAVID STRONG (NUVOC), MATTHEW SYRIGOS (EDINBURGH JETS), NISBET DUFFIN (EDINBURGH JETS), CRAIG GIRVAN (GLASGOW METS), PAUL MCPATE (DUNDEE UNIVERSITY VOLLEYBALL CLUB), DOMINIQUE HEWITSON (GLASGOW METS), ANDREW TAIT (GLASGOW METS), MADELYN WEBER (SU RAGAZZI), FRASER BROWN (CITY OF EDINBURGH), LEWIS CROCKART (DUNDEE), SEAN PLATTS STOBIE (NUVOC), DAVE CORMIE (REFEREES COMMISSION), ALEKSANDRA KALINOWSKA (EDINBURGH JETS), EDWARD GORECKI (EDINBURGH JETS), ALISON LUNN (**SPORTSCOTLAND**)

ANDREW FLEMING (PRESIDENTIAL CANDIDATE)

SIMON LOFTUS (VICE-PRESIDENTIAL CANDIDATE)

**APOLOGIES:**

JOHN SCRIMGEOUR (PRESIDENTIAL CANDIDATE)

ARRON DOUGAN (VICE-PRESIDENTIAL CANDIDATE)

JEAN BRUCE (HR DIRECTOR)

KEITH MACLEOD (MARKETING & SPONSORSHIP DIRECTOR)

ALEXANDER STEEL (TECHNICAL DIRECTOR)

IAN GIROT (FINANCE DIRECTOR)

MICHAEL MCCONVILLE (VOLLEYBALL PHOTOS)

LYNNE MARSHALL (VOLLEYBALL PHOTOS)

ALLY JACK (HIGH PERFORMANCE INDOOR COACH AND COACHING MANAGER)

ADAM PATON (PERFORMANCE ADMINISTRATOR)

DANIEL HUGHES (ADMINISTRATIVE OFFICER)

## Agenda

1. **Doors Open**
2. **Welcome & Introduction**
3. **CEO Update**
  - “We Are Volleyball” Strategic Plan 2023-27
  - Presentation of Members Report
4. **Future Initiatives and Development Structure**
5. **Open Forum**
6. **Lunch**
7. **Members Meeting**
  - Thank you to outgoing Board members
  - Announcement of new Board members
  - Presentation of Awards
    - Player of the Year (men)
    - Player of the Year (women)
    - Coach of the Year (men’s team)
    - Coach of the Year (women’s team)
  - Announcement of President and Vice-President candidates
  - Presentations and Q&As
  - Voting for President
  - Voting for Vice-President
8. **Wrapping Up**
  - Describe process for ratification of candidates
  - Thank you to membership for attending

## Minutes

### **Welcome & Introduction**

Margaret Ann Fleming, CEO of Scottish Volleyball, introduced herself and welcomed all in attendance to the Scottish Volleyball Members Meeting and introduced the members of the Board who were present: Scott Borthwick and Leigh Watson

### **CEO Update**

Margaret Ann presented the Members Report to the floor with copies available to all members attending. A copy of the updated “We Are Volleyball” Strategic Plan 2023-27 was also made available.

Margaret Ann introduced and congratulated Blair Pettigrew as the new Head of Development.

### **Future Initiatives and Development Structure**

Blair presented on the new structure of the organisation including the changing of the Development Officer roles.

Blair congratulated Madelyn Weber as new Development Officer (Foundation).

### **Open Forum**

*Question from Paul McPate*

Q: Where do district associations fall in the development plan?

A: District associations are a key part of the plan. They are an area that Scottish Volleyball will look to learn from and replicate in other areas. Discussions are ongoing with various stakeholders, including district associations, to try and provide a better experience for recreational volleyball.

*Question from Jas Orr*

Q: Has the drive for sponsorship come from the huge personal contribution required from U20 players who wish to attend the U20 Championships?

A: Player contribution became a necessity because of the huge costs associated with participating in a championship such as this. Sponsorship became a priority for this undertaking. The experience of finding sponsors was a key one for Scottish

Volleyball and one to learn from and drive forward to help aid other areas of the sport. Proceeding forward with qualification was a decision only made following discussions with the U20 parents who showed great motivation to aid those unable to contribute. Decision was made to go forward together.

Q: Why was the success of the U20 qualification not followed up to a wider audience?

A: Many other organisations were made aware such as **sportscotland** and local news organisations, some who have published various articles. Larger news organisations have been contacted but have asked to be informed closer to the event.

*Question from Paul McPate*

Q: Why is there no mention of student in the members report? As the President of the commission, I was disappointed to not see it included.

A: Margaret Ann expressed her apologies for it not being included and thanked Paul for highlighting the error before the report had been published online. Margaret Ann assured Paul that the student section would be included when the report was published in the following days.

*Question from Dave Cormie*

Q: Is there a sponsorship pack that members could use when in discussions with potential sponsors?

A: One is available but will need to be updated slightly. This will then be circulated to the membership and clubs upon request.

*Question from Fraser Brown*

Q: Are Scottish Volleyball looking into bringing on a permanent member of staff to be responsible for sponsorship as this task seems too much for the Head of Development who has many other responsibilities.

A: Scottish Volleyball would be glad to have someone able to take this on full-time, but it isn't financially possible right now. It is something to grow towards but will take time. All staff are currently responsible for multiple roles and responsibilities.

*Question from Paul McPate*

Q: How are Scottish Volleyball working towards social media growth to aid in the growth of the sport?

A: There is currently a member of staff who is responsible for social media, the Administrative Officer, Daniel Hughes. There has been good growth recently, especially following Cup Finals. The numbers are getting close to be able to monetise the process. The Scottish Volleyball social media accounts currently have huge numbers compared the number of members.

*Question from Andrew Tait*

Q: How are Scottish Volleyball looking to focus on universities and bringing them closer to the organisation?

A: Scottish Volleyball are currently working with SSS to build the relationship with universities. A college festival was recently held that was well attended. The hope is that they would be able to participate in the recreational leagues that are in the Strategic Plan. Adam Paton as the new Development Officer (Community) will be leading on this.

Q: Are there any plans to partner with specific universities?

A: This is something that has been looked at and is in the plans. Scottish Volleyball current has a great relationship with the University of Edinburgh which has included the hiring of the venue for the Members Meeting. Adam will also be tasked to highlight and grow this area.

**Lunch**

## Members Meeting

Scott Borthwick informed the membership that three members of the current Board have come to the end of their tenure with Scottish Volleyball and will be moving on in the next few months once replacements have been embedded in the organisation.

Scott extended his thanks to the outgoing Board members, Sandy Steel and Ian Girot.

Margaret Ann additionally thanked Scott for his work on the Board as his tenure has also come to an end.

Margaret Ann announced and welcomed two new Board members. Firstly, Bill Stobie, following an interview with Margaret Ann and Sandy, will be taking on the Technical Director role and will work with Sandy over the next few months to hand over responsibilities.

The Scottish Volleyball Board have not had a Performance Director for a few years now with the previous Director being Simon Coleman. Therefore, this position can be co-opted onto the Board. Gary Fraser, who is the current performance lead for Goalball UK, will be co-opted on as Performance Director.

Margaret Ann and Scott presented the following awards:

- Player of the Year (men)  
**Pawel Kunysz (Edinburgh Jets)**
- Player of the Year (women)  
**Aleksandra Kalinowska (Edinburgh Jets)**
- Coach of the Year (men's team)  
**Jas Orr (Su Ragazzi)**
- Coach of the Year (women's team)  
**Nikola Zlatev (Glasgow International)**

Scott announced the candidates for President and Vice-President:

### President

John Scrimgeour  
Andrew Fleming

### Vice-President

Simon Loftus  
Arron Dougan

John was unable to attend the meeting as he was with the U20 squad in Poland, but video linked in to present and take questions from the floor.

Arron was also unable to attend as he had taken ill, and the decision was made to still put up his presentation for the floor to read.

### John Scrimgeour presents to the members (online)

*Question from Nisbet Duffin*

Q: If elected, what will you do differently as President from what is currently done?

A: The President is a front-facing role and will not have a direct hand in strategy, but as President there can be a push to focus on grassroots and highlight pathways all the way through to performance.

### Andrew Fleming presents to the members

*Question from Nisbet Duffin*

Q: If elected, what would the first 100 days look like as President?

A: The first step would be to take stock of the current position of Scottish Volleyball by way of a SWOT analysis (Strengths, Weaknesses, Opportunities and Threats). It will be key to understand these factors to determine what direction to take moving forward.

*Question from Leigh Watson*

Q: As a former member of staff at Scottish Volleyball, how will you handle the transition from being directly able to affect change to having a hands-off approach as President?

A: Being a former member of staff allows a greater understanding of the organisation. Additionally, a key strength is to listen to the staff, Board and members and provide a sense check on the work being done by the organisation.

**Arron Dougan presentation shown to attending members**

*Question from Leigh Watson to Andrew Fleming*

Q: You work with Arron at a local authority, is there anything you'd like to contribute to Arron's presentation?

A: We do not work closely with one another, and I have nothing further to add in relation to Arron's PowerPoint.

**Simon Loftus presents to the members**

*Question from Nisbet Duffin*

Q: From your international experience, is there something you've seen that would work at Scottish Volleyball?

A: Whilst having a lot of experience, there is no direct answer for that. The understanding of the changes in volleyball globally can only aid Scottish Volleyball.

*Question from Paul McPate*

Q: How much empathy of the Scottish team are you able to have if you are away with Volleyball England?

A: Scottish First. A better perspective has been gained having been away from Scotland and has provided an objective view of the organisation. The issues facing Scottish Volleyball are similar to England.

*Question from Scott Borthwick*

Q: How would you manage the conflict of interest with Volleyball England?

A: A discussion has been had with Volleyball England who do not see it as a conflict. The offer to withdraw is there if this is considered a problem, however.

*Question from Jas Orr*

Q: How will you balance the work between Volleyball England and Scottish Volleyball? Do you see this as part of moving towards a British programme?

A: Applied for this role to improve CV with governance experience. Very motivated to improve volleyball across all of the UK.

Members were then asked to vote. Dave Munro, Scott Borthwick and Dominique Hewitson were asked to participate as vote counters and scrutineers.

Dave Munro announced the following results:

**President**

John Scrimgeour: 28 votes

Andrew Fleming: 32 votes

Abstain: 0

**Vice-President**

Simon Loftus: 39 votes

Arron Dougan: 7 votes

Abstain: 14

Andrew Fleming voted in as President-elect

Simon Loftus voted in as Vice-President-elect



**Wrapping Up**

Margaret Ann explained that the decision to ratify the President and Vice-President will be taken to the next Board meeting to be held on 8<sup>th</sup> July 2024 after which an announcement will be made.

Margaret Ann extended her thanks to the membership in attendance as well as the staff for their work in organising the event.