



2017 ANNUAL GENERAL MEETING BOOKLET

The Annual General Meeting of the Scottish Orienteering Association will be held at
5.30 pm on Saturday 20th May 2017 at The Golf Inn in Gullane, East Lothian.

AGM AGENDA

1. Apologies for absence
2. Approval of the Minutes of the 2016 AGM*
3. Annual Reports of Association Activities for 2016-2017
 - a. President's Report - Roger Scrutton
 - b. Three Highlights of the past year from Directors & Staff
 - Operations- Roos Eisma
 - Development - Ian Doig
 - Performance - Marsela Mcleod
 - Partnership - Claire Macpherson
 - Marketing and Communications - Ross McLennan
 - Treasurer - Ian McIntyre
 - The SOA Staff Team
 - c. Scottish Orienteering Six Day Event Co Ltd Report - Dave Kershaw
4. Proposals
5. Election of the Board of Directors
6. Proxy Voting Form

Appendix 1: Articles of Association - changes

Appendix 2: Bye_laws - changes

Appendix 3: Financial Statement

*Copies of the minutes will be available at the meeting. The minutes are available on the Scottish Orienteering website. They can also be obtained from the National Orienteering Centre on submission of a stamped addressed envelope to Scottish Orienteering, National Orienteering Centre, Glenmore Lodge, Aviemore PH22 1QZ

Stefanie Lauer
Company Secretary
Tel: 01479 861 374
Email: stef.lauer@scottish-orienteering.org

National Orienteering Centre
Glenmore Lodge
Aviemore
PH22 1QZ

1. Apologies for Absence
2. Approval of the Minutes of the 2016 AGM
3. Annual Reports of Association Activities 2016-2017

3a President - Roger Scrutton

- In the last year, we have made significant steps forward in several areas of governance and compliance. Stef Lauer is proving to be a very effective Chief Operating Officer who has brought a level of professionalism and consistency to this area of our work that we haven't had before. Our range of policies is now comprehensive and up-to-date, although they are still employee-focused and need to be extended to include volunteers. Stef is now Line Manager of all our paid staff and this has allowed a great improvement in our HR practices.
- In operational areas, with Stef's appointment Hilary Quick and Colin Matheson have been able to focus on their two areas of development - Education and Events - so that we have seen an increase in both quantity and quality in what they have been able to do. Johannes Petersen and Rona Lindsay have settled into their roles as Development Officers who work on both a regional and national scale, supporting clubs in the north and south/central Scotland respectively, but also each leading on a number of Scotland-wide development initiatives. Sarah Hobbs' appointment has allowed us to make improvements in communications with members, while in membership matters in general Sarah is taking the lead. She has been coordinating research into the viability of a Club+SOA membership option, which may well be rolled out for 2018. Two salaried staff are employed on external funding: Sarah Dunn manages the Community Orienteering and Protection of the Environment (COPE) project funded by Cairngorm LEADER, which meets our charitable aims by contributing to the development of local communities in Upper Deeside; and Chris Smithard, who is Club Development Officer with FVO, FVO having won funding through the highly-competitive sportscotland Direct Club Investment programme.

SOA is also lucky to have a superb team of key volunteers who deliver many other essential elements of Scottish orienteering, from coaching to communications and from controlling to coordinating. We all know that our sport would not function without these key positions.

- Board business over the past year has been focused on implementing and supporting many of these staff changes. As our staff complement grows and delivers all aspects of orienteering across Scotland, the Board will focus its work on strategic, policy, budgetary and performance issues. To this end, you will see that at this AGM we are asking you to approve a new Director of Strategy, Richard Oxlade; in addition the Board has recently appointed our first Independent Director, Pamela Carvell. Up to now, our volunteer Directors have spent a good deal of their time on operational matters, which are now much more effectively conducted by our staff. We feel as though we are moving towards a more efficient organisation that is providing an appropriate service to all our members and clubs.

I would like to finish with two very important comments: firstly, my sincere thanks to our staff and key volunteers, who work so hard, and to sportscotland, which, through our Partnership Manager Megan Griffiths, provides advice, encouragement and all-important funds.

3b Reports from Directors

Operations - Roos Eisma

- I was delighted to have been appointed as Operations Director at the last SOA AGM.
- This year we have welcomed Paul Caban as Fixtures Secretary, Pat Squire as Urban League Coordinator and Sally Lindsay as Trophy Coordinator. We thank all coordinators and other volunteers for their contribution towards a lively series of events in Scotland.
- Events covered a good range of formats and disciplines, including various championships, the SOL and SOUL series, multi-event weekends, sprint and middle distance.

Development - Ian Doig

No report received on time.

Performance - Marsela Mcleod

- Scotland won the Junior Inter Regional Championships held in Aberdeen shire in September. Volunteers from the local North Clubs staged a fantastic event based at Cults Academy. With nearly 200 junior athletes competing from all over the UK the weekend was a great success.
- The Junior European Cup 2016 was held at the beginning of October in Scotland with 170 junior athletes and 30 coaches from 17 countries. This competition gives older junior athletes an opportunity to compete internationally with their European rivals. Sprint, Long and Relay competitions were held over a long weekend with the Scandinavians coming out top.
- Six of our senior athletes competed at the World Orienteering Championships in Sweden with some steady results. The highlight being a 4th place for Hector in the Relay. Later in year the Scottish Team competed in the Senior Home Internationals in Wales. Scotland won both the Individual and Overall SHI trophies.

Partnership - Claire Macpherson

- An online gift aid declaration was added to the SOA website in the last year, making gift aiding your subscription even simpler. The SOA can claim 25% of your subscription and other donations under this scheme and have for the past 4 years returned this to the relevant clubs. This year the claim amounted to £2,600. I would encourage all those who are eligible to do so but have not yet signed up to gift aid their subscriptions. Further details and the online form are on the charity page of the SOA website.
- As suspected, with BO increasing membership fees our membership, which had been steadily increasing following the last drop after BO membership changes once again dipped. Following changes to the articles at the last AGM the board were in a position to trial a new SOA plus club membership and this is ongoing. Looking at ways to have more control of our own membership numbers are important to our continued growth and funding.
- Finally, I have noticed that fewer club activities have been registered in the last year but that these activities are still taking place. As these figures assist the SOA meet participation targets I would encourage club secretaries to register these activities and thereafter log participation. Any activities that have not been logged but for which data exists can be detailed to the SOA office. This applies similarly to string course runs which are generally not logged. All participation counts!

Marketing and Communications - Ross McLennan

It has been a year of change for Scottish Orienteering's marketing and communications:

- we were concerned when Sally Lindsay decided to step down from Score editorship, but delighted that Sheila Reynolds has taken her place so commendably.
- similarly after many years of sterling service managing our website, Paul Frost has decided it is time for a change. Paul has done (and continues to do) a great job for us, but this is also an opportunity and Stef is driving forward bold plans for a new improved website- watch this space!
- our new professional staff members have been a great boon to our marketing resources and have enabled us to introduce new email newsletters and of course our modern new logo.

Social media plays an ever more important part in marketing and video in particular is a great opportunity for us to produce compelling content. I urge you to get your phones out and video the next event you're at/organising- it's easier than ever and quite fun! If you want to make a video and there's anything we can help with, please let me know - I am very keen to support you.

3b Reports from the SOA Team

Chief Operating Officer - Stefanie Lauer

- After my appointment as COO in June 2016, my focus was and still is on Human Resources. The restructure of the team and recruitment of new colleagues took some time but now looking at the team, I feel extremely proud to be part of it.
- Safeguarding Children in Sport is an important part of my role. As Child Protection Officer, I'm involved in several working groups, highlighting best practise and doing our utmost to keep children safe within the sport.
- Governance: getting the SOA policy framework up to speed and pulling all the different documents together in one place was a very satisfying task. Still lots of work to be done to support the SOA flying through the next Development Audit.

Events Manager - Colin Matheson

- Publication of the Good Practice Guide: Orienteering and the Environment in Scotland, aimed at giving organisers and planners a feel for some of the issues they may encounter and how to avoid potential conflict. Practical advice and support for specific cases has also been requested, including restrictions with capercaillie (new Agreement signed) and issues with ground nesting birds.
- Glenmore Lodge and surrounds have been completely remapped (Trailmaps) and will provide opportunities for schools, groups and regular orienteers to make better use of this interesting and accessible area. This was done in partnership with the National Outdoor Training Centre and Forestry Commission Scotland (FCS). It is hoped that progress will be made with FCS to make use of this area and others with a revamp of Permanent Orienteering Courses across Scotland.

- Progress has been made supporting Jon Musgrave in helping put together what should be a great Scottish 6 Days event in Royal Deeside. As Assistant Coordinator I have been involved in all aspects of access and agreements as well as the supporting the infrastructure including event services, first aid, toilets and trackway. Plans are evolving for Strathearn 2019, the next Scottish 6 days event in and around Crieff and Comrie.

Education Manager - Hilary Quick

- My first major project was a thorough review of the Teaching Orienteering course. Subsequent discussion with British Orienteering indicated that we needed to do our own thing. So now we offer Introducing Orienteering (“Intro” for short) to schools, outdoor centres and other youth groups.
- Soon after, our review of the UKCC coach education programme revealed a similar difference between the needs of Scotland and those of the rest of the UK - so we are now formulating new coach qualifications, which will be awarded by the Scottish Qualifications Authority, with effect from 2018. Existing qualifications and those in the pipeline will be unaffected by these changes.
Amongst numerous UKCC completions the most notable was Sarah Dunn, who became our first UKCC L3 coach; meanwhile the Coaching Foundation course continues to attract many to learn the basics of coaching.
- British Orienteering’s requirement for all event officials to have attended the Event Safety Workshop generated a flurry of activity and 3 more tutors for that, and we hope clubs will continue with a rolling programme of these workshops.

Administrator - Sarah Hobbs

- Meeting children and families peering at maps when out on summer walks in Glenmore Forest
- Volunteers' Weekend 2016, finally putting faces to names and getting to know folk!
- Development Summit 2017, again for meeting folk, coming up with shared points for action and the first experience of what goes on at a race

Development Officer South/Central - Rona Lindsay

- Meeting all the clubs that I cover in my post and being able to find out about the great work that is going on across Scotland. I think being able to share ideas from within our sport as well as from other sports is really valuable and can help with working out which areas we can work on for the future.
- Playing a small part in the successful sportscotland DCI application and subsequent recruitment of Chris Smithard as a club development officer by FVO. Hopefully it will be a great experience for FVO and this can be a model that other clubs will be able to adopt in the future.
- I am also excited to see what work I can do within the student orienteering community. We have started the process of re-starting a club at Stirling University (last existed in 1997) and there are plans to create more training opportunities to help to grow all the student clubs.

Development Officer North - Johannes Petersen

- Most recently the SOA Development Summit brought together 60 members who were all highly motivated to use their combined experience and judgement to bring about real improvements to our junior & schools orienteering scene.
- It's been great working in the expanded SOA team, finally giving equal development coverage to clubs all over Scotland. I only hope we're doing enough to provide support to all clubs now that we're spread a bit thinner than we used to be. In the North Area, INVOC, BASOC, MOR, GRAMP & MAROC have been cooperating well, especially to offer more junior training opportunities and more coordinated inter-club series such as the Northern Night Cup and the ever popular Deeside Night Cup. Further South, Tayside Orienteers are bringing huge energy to new regular coaching opportunities, as well as launching the eagerly awaited Kinnoull Hill map update. Out West, EckO have a huge new map of their own which is about to be unleashed at the Glen Nant SOL. There is so much amazing work going on in all these clubs!
- On a personal note, the arrival of my first child Anna last August has inevitably meant less competitive orienteering for me this year, but when I was able to get to events like the Compass Sport Cup I was so struck by the number of hugely enthusiastic juniors loving their time out in the forest. I would be delighted if Anna grew up to follow the example of any of the fantastic young people in our sport.

Treasurers Report - Ian McIntyre (with Appendix)

TO FOLLOW

3c Scottish Orienteering 6-Day Event Co Ltd Report - Dave Kershaw

- Following the successful holding of Highland 2015, planning for the staging of the 6 Day event in 2017 on Royal Deeside from 30 July to 5 August is well advanced under a team led by Jon Musgrave with support from Maroc and Interlopers members. The event centre and campsite will be in Ballater with events based around Aboyne and Braemar.
- Initial work has been carried out to identify areas for 2019 for an event centred in Strathearn under the leadership of Terry O'Brien. Landowner consents are being obtained and a possible area for a campsite has been identified. The event dates are 28 July to 3 August and further details are hoped to be announced at this year's event. The Board will be starting to discuss possible areas for 2021 at meetings later this year.
- There has been one change in the membership of the Board with Kevin Reynard replacing Kenny Milton as Finance Director. Thanks are due to Kenny for his expert handling of the finances of the Company during his membership of the Board and also to other members of the Board and Colin Matheson, Events Manager for Scottish Orienteering, for their work during the past year.

4. Proposals

4.1. Scottish Score Championships (proposers: Johannes Petersen, Sarah Dunn & Mark Nixon).

We propose that the Scottish Score Championships be discontinued. It is scheduled to be hosted by MOR in 2017, and by RR in 2018. The views of these two clubs should be sought and if they wish to run their scheduled events then they should do so. However if they do not wish to run either the 2017 or 2018 editions then the event should be discontinued with immediate effect.

It is generally agreed that the current SOA fixtures calendar is overcrowded. This makes it hard for clubs to plan local events, and places too onerous a burden on club volunteers who are asked to put on a large number of national-level fixtures each year. At the SOA Development Summit it was agreed that the vacant post of SOA Competitions Convener should be filled, and that a Working Group be established to conduct a review of the SOA calendar. This process will take at least six months.

To get the ball rolling sooner than that, we are proposing that the Scottish Score Championships be discontinued. Whilst respecting its long history, this is an obvious fixture to sacrifice in pursuit of a less crowded calendar. Score Orienteering no longer stands up as a competitive discipline in its own right. There are no local score orienteering leagues which to lead up into a Scottish Championship. There are no British, European or World Championships in Score Orienteering. To our knowledge no-one trains specifically for Score Orienteering. There is now little reason to hold a Scottish Score Championships. This would leave just the Scottish Night & Sprint championships in addition to the main Long Distance & Relay championships weekend - a far more rational suite of Scottish Championship events.

4.2. Update of Articles of Association and Bye-Laws (proposer: Dr. Roger Scrutton)

We propose a number of changes to the SOA's Articles of Association and its Bye-Laws as per Appendix 1 and Appendix 2.

5. Election of the Board of Directors

Name:	Anne Hickling
Email Address:	anne.hickling@gmail.com
Contact Telephone number:	07849 154031
The Board Position you wish to be considered for:	<input type="checkbox"/> President <input type="checkbox"/> Secretary <input type="checkbox"/> Finance Director <input type="checkbox"/> Marketing & Communications Director <input type="checkbox"/> Partnership Director <input type="checkbox"/> Performance Director <input checked="" type="checkbox"/> Development Director <input type="checkbox"/> Operations Director <input type="checkbox"/> Strategy Director
CV summary	 <p>I took up orienteering at university in 1973 and have continued in several clubs around Britain and overseas ever since, never hugely successfully but with an ongoing love of the variety and challenges that the sport always brings. I joined Grampian Orienteers in 1995 on moving to Aberdeen and have held a variety of club committee positions over the years. I was particularly proud to lead Gramp to 'Club of the Year' in 2010. I'm a Level 2 coach and have an interest in coach education. I was a director of the Scottish 6 Day Company from 2006-2015 including the last 4 years as Chair.</p>

	SOA has exciting development plans in the pipeline at present and I look forward to contributing to these and strengthening our sport across Scotland.
Name of proposer:	Stefanie Lauer (TAY)
Contact email of proposer	Stef@HandsOnConsulting.co.uk
Name of seconder:	Johannes Petersen (BASOC)
Contact email of seconder	Johannes@scottish-orienteering.org

Name:	Pauline McAdams
Email Address:	pauline@borderguitars.co.uk
Contact Telephone number:	01450 860322
	<input type="checkbox"/> President <input checked="" type="checkbox"/> Secretary <input type="checkbox"/> Finance Director <input type="checkbox"/> Marketing & Communications Director <input type="checkbox"/> Partnership Director <input type="checkbox"/> Performance Director <input type="checkbox"/> Development Director <input type="checkbox"/> Operations Director <input type="checkbox"/> Strategy Director
CV summary	<p>I started teaching Physics at St Andrew's Secondary School in 1979 and my first experience of orienteering was after Terry O'Brien arrived in the PE department a year later. He soon had us running around the school grounds, then Tollcross Park and finally venturing further afield to places like Mugdock.</p> <p>I left the school to have my daughter, Myra, in 1982 just before STAG was formed and might never have orienteered again were it not for a chance encounter with Terry and Jackie Riley in Victoria Park in 1990. Coming into any sport as an adult is hard work. My daughters started orienteering as juniors and are much more confident in their ability than I will ever be. However, over the years, I have benefitted from training events run by STAG and other training weekends run by Lynne Walker and Hilary Quick. I am still chasing that elusive "perfect run". I have been SO secretary for the past 3 years and have enjoyed the insight this has given me to the work done by so many people to ensure that our sport is successful.</p>
	
Name of proposer:	Dr Roger Scrutton (ESOC)
Contact email of proposer	president@Scottish-Orienteering.org
Name of seconder:	Lindsey Knox (RR)
Contact email of seconder	Lindsey@LKnox.me.uk

Name:	David Henderson
Email Address:	djrhenderson@yahoo.co.uk
Contact Telephone number:	01479 861354
	<input type="checkbox"/> President <input type="checkbox"/> Secretary <input checked="" type="checkbox"/> Finance Director <input type="checkbox"/> Marketing & Communications Director

	<input type="checkbox"/> Partnership Director <input type="checkbox"/> Performance Director <input type="checkbox"/> Development Director <input type="checkbox"/> Operations Director <input type="checkbox"/> Strategy Director
CV summary	<p>A fairly new convert to Orienteering, I had a taster session delivered by Hilary Quick and I was hooked. Having been a member of BASOC for a number of years now. I'm a keen outdoor enthusiast and have in recent years taken up triathlon and last year I completed my first standard distance triathlon in Pembrokeshire, Wales.</p> <p>In my professional life, I have worked in a number of industry sectors, including Hospitality, Forestry and I am currently the business manager at Glenmore Lodge.</p> <p>I bring a wealth of commercial experience coupled with strong financial acumen. I have worked on many business improvement programmes and have been at the forefront of implementing new systems in the workplace reducing costs and driving operational efficiency.</p> <p>I was a volunteer for 15years in Scottish Mountain Rescue and was a treasurer for part of this time so reasonably versed in OSCAR regulations.</p> <p>I live in Carrbridge with my wife and two border terriers.</p>
Name of proposer:	Dr Roger Scrutton (ESOC)
Contact email of proposer	president@Scottish-Orienteering.org
Name of seconder:	Colin Matheson
Contact email of seconder	Colin.matheson@scottish-orienteeing.org

Name:	Richard Oxlade
Email Address:	richard.oxlade@btinternet.com
Contact Telephone number:	07760 17157
The Board Position you wish to be considered for:	<input type="checkbox"/> President <input type="checkbox"/> Secretary <input type="checkbox"/> Finance Director <input type="checkbox"/> Marketing & Communications Director <input type="checkbox"/> Partnership Director <input type="checkbox"/> Performance Director <input type="checkbox"/> Development Director <input type="checkbox"/> Operations Director <input checked="" type="checkbox"/> Strategy Director
CV summary	<p>I've been orienteering for about 30 years and have been a member of 3 different clubs. I joined Grampian Orienteers in 1994 when we moved back to Scotland.</p> <p>In addition to being a keen competitor I have planned, organised and controlled events at most levels in Scotland. At the Scottish 6 Days I planned Day 1 in 2009, organised Day 2 in 2011 and controlled Day 3 in 2013. In 2015 I was the co-ordinator for the 6 Days (Highland 2015), working alongside the WOC Event Director as a member of the WOC Organising Committee. The event was highly successful from many aspects - winning the Scottish Drum Award as the 2015 Event of the Year and being commended as the best Sports Event of the Year. More importantly over 6000 orienteers had a great week of</p>



	<p>orienteering. I was very pleased to be presented with the SOA Presidents Medal for Highland 2015, although this was really recognised the contribution made by hundreds of Scottish Orienteers. In 2016 I was also awarded the Grampian Orienteers Chairman's Quaich for contributions to the club, including organising the Scottish Relay Championships last May.</p> <p>In my professional life, I have worked for many years on oil & gas industry projects, and led teams managing strategy, business planning & performance management. I have a keen interest in decision making in teams and organisations and teach courses to industry and act as an independent advisor on major projects.</p> <p>Working with the hundreds of individuals who contributed to the various events has been immensely rewarding. I would like to think that I can continue to make a positive contribution to Scottish orienteering and in this world of constant change, (elections!) and uncertainty the SOA Board provides a great opportunity to channel my enthusiasm to help with future development of our sport in Scotland.</p>
Name of proposer:	Colin Matheson
Contact email of proposer	Colin.matheson@scottish-orienteering.org
Name of seconder:	Stefanie Lauer
Contact email of seconder	Stef@handsonconsulting.co.uk

SCOTTISH ORIENTEERING ASSOCIATION - PROXY FORM

I/We, (print name(s) and address(es))

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being (a) member(s) of the Scottish Orienteering Association ("SOA"), and eligible to vote, hereby appoint the Chairman of the Meeting or (print name and address of proxy - if blank or invalid, the Chairman will be appointed) ^{1,2}

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as my/our Proxy to attend, speak and vote for me/us and on my/our behalf at the Annual General Meeting of the Company to be held on 21st May 2016 at 6 pm and at any adjournment thereof.

¹ *Members are entitled to appoint a proxy of their own choice. A proxy need not be a member of SOA. If desired the name of such proxy can be inserted in the space provided in this form and the words "the Chairman of the Meeting or" shall be deemed to be deleted. If no name is inserted in such space, the Chairman of the Meeting will act as proxy.*

² *Voting eligibility rules are reproduced overleaf*

The Proxy is to vote in respect of the resolutions as follows³:

	FOR	AGAINST
1 That Anne Hickling be formally elected as Development Director		
2 That Richard Oxlade be formally elected as Strategy Director		
3 That Pauline McAdams be formally re-elected as Board Secretary		
4 That David Henderson be formally elected as Finance Director		
5 Proposal: Changes to Articles of Association - see Appendix 1		
6 Proposal: Changes to Bye-Laws - see Appendix 2		
7 Proposal: Scottish Score Championships to be discontinued		

³ *Instructions as to voting on the resolutions should be indicated by an "X" in the appropriate space. In the absence of such instructions the Proxy will vote (or abstain from voting) as he or she thinks fit on the resolutions.*

NOTES

1 To be valid this form of proxy must be received at the SOA Registered Office (National Orienteering Centre, Glenmore Lodge, Aviemore, PH22 1QZ) not less than 48 hours before the time of the meeting (please note that postal deliveries to Glenmore Lodge can take a day longer than is the norm in cities and arrive late in the day).

2 The Proxy will vote (or abstain from voting) as he or she thinks fit, on any other business which may properly come before the meeting.

3 This form may be photocopied if further copies are required.

Voting eligibility as given in the BYE-LAWS OF SCOTTISH ORIENTEERING ASSOCIATION available on the SOA website and modified to bring them in line with the Companies Act 2006

The voting rights are

(i) as defined in the Memorandum and Articles

- Individual Senior Members shall each have one vote,
- Individual Junior Members 16 years of age or older shall each have one vote,
- Honorary members shall have no voting rights, and

(ii) as specified in this Bye-law

- Groups shall have no voting rights and,
- Clubs shall have no voting rights.

List of directors and volunteers as at time of publication; up to date information is available on the SOA website.

Job title	Postholder
Board	
President	Roger Scrutton
Secretary	Pauline McAdam
Company Secretary	Colin Matheson
Treasurer	Ian McIntyre
Marketing & Communications Director	Ross McLennan
Partnership Director	Claire Macpherson
Performance Director	Marsela McLeod
Development Director	Ian Doig
Operations Director	Roos Eisma
Sportscotland Liaison	Megan Griffiths
Professional Staff	
Chief Operating Officer	Stefanie Lauer
Events Manager	Colin Matheson
Education Officer	Hilary Quick
Administrative Assistant	Sarah Hobbs
Regional Development Officer	Rona Lindsay
Regional Development Officer	Johannes Petersen
Project Manager (LEADER)	Sarah Dunn
Club Development Officer FVO	Chris Smithard
Co-ordinators	
Coaching Co-ordinator	Lynne Walker
Competitions Co-ordinator	Vacant
Urban League Coordinator	Andy Paterson
Electronic systems Co-ordinator	Robin Strain
Fixtures Secretary	Vacant
National Centre	Hilary Quick
Newsletter Editor	Sally Lindsay
Officials (Controller of Controllers)	Rob Hickling
SOL points Co-ordinator	Trevor Hoey
Sports Science Co-ordinator	Vacant
ScotJos Squad Manager	Elizabeth Furness
SEDS Squad Manager	Murray Strain
Veteran Squad Manager	Janice Nisbet
Trophies Co-ordinator	Vacant
Webmaster	

Appendix A:
Income Statement