



2010 ANNUAL GENERAL MEETING

This will be held on May 29th, 2010 at 19:00 at the MacDonald Loch Rannoch Hotel (PH16 5PS).

AGM AGENDA

1. Apologies
2. Approval of the Minutes of the 2009 AGM (p2)
3. Matters arising
4. ANNUAL REPORTS of Association Activities for 2009-2010
 - i. President's Report (p7)
 - ii. Reports from Directors (p9)
 - iii. Scottish Orienteering Six Day Event Co Ltd Report (p21)
5. Change in bye-laws (p24)
6. Treasurer's Report and Subscriptions/Levies for 2011 (p25)
7. Election of the Board of Directors (p26)
8. Any other business (p28)
9. APPENDIX 1 – ACCOUNTS (p29)
10. APPENDIX 2 – List of directors, staff and volunteers (p33)
11. APPENDIX 3 – BO Equality and Inclusion Policy (p24)

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Company Secretary
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National Orienteering Centre
Glenmore Lodge
Aviemore
PH22 1QU

Minutes of AGM held on 23rd May 2009 Lecture Theatre, Glenmore Lodge

Present

Hilary Quick Lynne Walker Paul Frost Paul Duley Theresa Perry Melvyn Perry Phil Smithard Eugueni Chepelin	Trina Rogerson Lindsey Knox Jim Knox Oonagh Grassie Donald Grassie Brian Bullen Leslie Dalgleish	Ian Pyrah Roger Scrutton Sarah Dunn Jon Musgrave Arvid Agren Francis O'Reilly Andrew Tullie
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Apologies

Douglas Condy Liz Fraser Margaret Dalgleish Andrew Dalgleish George Esson Lindsay Esson David Esson	Marjory Craig Benedict Bate Marsela McLeod Alan McLeod Marjory Foreman Brian Porteus	George Esson Lindsay Esson David Esson John Colls Sue Harvey Paul Caban
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1.	<p><u>Acceptance of 2008 AGM Minutes</u></p> <p>Acceptance of the Minutes was proposed by <i>Robert Philp</i>, seconded by <i>Hilary Quick</i>.</p>
2.	<p><u>Matters arising from minutes of 2008 AGM</u></p> <p>Donald Grassie highlighted various points that arose from the 2008 AGM:</p> <ol style="list-style-type: none"> 1. Section 4 (Accounts) - The issue with Scottish club discounts for new members not being handled correctly – this has been highlighted to BOF, but has not yet been resolved as this is an issue arising from changes in a BOF system. 2. Section 4 (Accounts) - Subscriptions and levies will be covered in the Treasurer's report. 3. Section 5 (Bye Laws) - BOF is the official name but British Orienteering is the preferred term. 4. AGM booklet page 8 (under items of expenditure) - the money held for junior squad reserve is still under review.

APPENDIX 3 - BRITISH ORIENTEERING: EQUALITY & INCLUSION POLICY

Objectives

- To make orienteering an activity that is open to anyone who wishes to take part in whatever capacity
- To provide the framework for everyone to enjoy orienteering, in whatever role the individual desires
- To ensure that the services offered by British Orienteering, including training schemes, are accessible to all, whether under-represented in the past or not

Policy

British Orienteering is committed to treating all people fairly and providing equality of opportunity.

British Orienteering aims to ensure that all people irrespective of age, gender, ability, race, religion, ethnic origin, creed, colour, social status or sexual orientation have a genuine and equal opportunity to participate in orienteering at all levels and in all roles. This includes job applicants, employees, participants, volunteers and spectators. No person will be deliberately placed at a disadvantage.

Implementation

British Orienteering will:

- Promote this policy and commitment to it to all employees, members and volunteers
- Require employees, members and volunteers to respect, act in accordance with, and thereby support and promote the spirit and intentions of this policy
- Ensure there will be open access to all its services
- Eliminate the effects of prejudice against any group by adopting a planned approach to removing barriers which create inequality or discrimination
- Monitor and review British Orienteering's selection criteria and procedures in relation to participation and employment to ensure people are treated solely on the basis of merits and abilities which are appropriate to the position
- Recruit, select, promote and train all personnel working for or on behalf of British Orienteering on the basis of merit & ability and by adapting facilities and equipment where necessary
- Meet its obligation to make training opportunities available to all employees and volunteers
- Make every reasonable effort to prepare, produce and market materials that are produced by British Orienteering appropriate for all persons in respect of language, format and style
- Modify any existing rules and regulations that may inhibit the inclusion of any groups, provided this does not result in the deterioration of equality required by British Orienteering
- Adopt a planned approach to taking positive action towards groups which are currently under-represented in the employees, volunteers, membership, and orienteering in general
British Orienteering will operate with due regard to all relevant legislation¹ or any subsequent amendments or re-enactments thereof.

Monitoring & evaluation

- British Orienteering will regularly monitor and evaluate the policy, practices, procedures and operations and inform employees, members and partners of their impact and of any resulting recommendations
- Council delegates responsibility for implementation of this policy to the Chief Executive and monitoring progress to the Management Committee

3. Annual Reports

Donald Grassie stated that the reports would be as presented in the AGM booklet. Any highlights that have arisen since that time will be presented.

President

Over the last year documents and structure have been put in place which now allows for focus on people in posts; the need to fill positions for trophies and competition coordinator, etc.

Donald commented on this being the first full year for the new Professional Officer (Scott Fraser) and praised both Scott and Hilary for their support. Scott has introduced new ideas for the 6 Day event and provided significant support for major events.

Hilary has delivered the UKCC Level 1 courses in Scotland. This is now approved by the SQA, and for running courses and conferences.

Sportscotland continue to provide substantial funding and for this to continue, we must continue to attain consistent growth in the key metrics – membership; participation; events; and results from our national squads. A review of BOF membership figures reveals a 50% increase in membership, which is encouraging.

A marketing strategy has been produced by Kate, draft coaching pathway by Scott. Communication with BOF has been improved who are supportive of SOA activity. We have developed a major events draft strategy starting with the Park World Tour leading to a request to hold a World Championship event.

Kate Robertson and Marsela McLeod announced that they would stand down. A thank you was extended to Kate and Marsela for their support over the past two years during the move to the new Board structure.

A letter had been received from BOF regarding a new awards scheme that recognises work done for orienteering. This letter recognised Paul Frost for his active support to Orienteering through the SOA website and route gadget.

President's Medal

Donald presented Paul Frost with the Presidents Medal for his work in promoting orienteering.

Operations – Paul Duley

Paul first spoke about changes in the fixture registration process which is now easier and no longer requires two people. Paul Caban will continue with fixtures and Moira Laws has resigned but moved to support the 6 Day event. Thanks were extended to Moira.

The SOL events are running smoothly. The series must be completed before carrying out a review to decide if any changes are required in 2010.

There continue to be problems with embargoes – there is an ongoing discussion with BOF to resolve the issue.

Performance – Sarah Dunn

Sarah reported that it had been a good year for all age groups; Jamie getting Gold, a win in the VHI in Ireland, a win for the seniors in Scotland and a second for the Juniors.

Coaching – Coaching is important as it underpins performance. UKCC is now up and running. Course costs are covered by **Sportscotland** and SOA. It is hoped that the Level 2 courses will be ready later this year.

The SEDS training events were better attended.

Marketing and Communications – Kate Robertson

Donald highlighted the key issues in Kate's report.

Thanks were extended to Douglas Tullie for seamlessly taking on the position of Score editor.

Tay and Moravian clubs were getting orienteering reports into the press. It is important to share some ideas on how to extend this success to other clubs.

Development – Marsela McLeod

Donald highlighted the key issues in Marsela's report.

Partnerships – Ian Pyrah

A response had been provided to the Scottish Government's "Pathways in Sport" initiative.

APPENDIX 2 – List of contacts

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

<i>Job title</i>	<i>Postholder</i>
Board	
President	Donald Grassie
Secretary	Kate Robertson
Treasurer	Les Dagleish
Marketing & Communications Director	Oleg Chepelin
Partnership Director	Ian Pyrah
Performance Director	Sarah Dunn
Development Director	Roger Scrutton
Operations Director	Paul Duley
Sportscotland Liaison	Malcolm Dingwall-Smith
Professional Staff	
Professional Officer	Scott Fraser
Development Officer	Hilary Quick
Co-ordinators	
Coaching Co-ordinator	Ross McLennan
Competitions Co-ordinator	Vacant
Development Co-ordinator	Hilary Quick
Electronic systems Co-ordinator	Robin Strain
Fixtures Secretary	Paul Caban
Fixtures Assistant	Moira Laws
Merchandising Co-ordinator	Hilary Quick
National Centre	Hilary Quick
Newsletter Editor	Doug Tullie
Officials (Controller of Controllers)	Marjory Craig
SOL points Co-ordinator	Trevor Hoey
Sports Science Co-ordinator	Jason Simpson
ScotJos Squad Manager	Maureen Brown
SEDS Squad Manager	Andy Kitchin
Veteran Squad Manager	Rob Hickling
Trophies & certificates Co-ordinator	Vacant
Webmaster	Paul Frost

Scottish Orienteering Association
Company Number: SC334748
Notes to the Accounts - 2009

5 Tangible assets

			Write-offs/ Disposals	
Cost	1 1 09	Additions		31 12 09
Office equipment	14272	268		14540
Event equipment & squad strips	19562			19562
NATCEN equipment	4420	960		5380
NATCEN maps	0			0
	<u>38254</u>	<u>1228</u>	<u>0</u>	<u>39482</u>
		Write-offs/ Disposals		
Depreciation	1 1 09		Charge	31 12 09
Office equipment	10771		2374	13145
Event equipment & squad strips	17731		-370	17361
NATCEN equipment	2052		1076	3128
NATCEN maps	0			0
	<u>30554</u>	<u>0</u>	<u>3080</u>	<u>33634</u>
 Net Book Value	 <u>7700</u>			 <u>5848</u>

6 Deferred Income

	NBV 1 1 09		Release 1811	NBV 31 12 09
Capital grants		Additions		
Office equipment	1811		1811	0
Event equipment & squad strips	2700	0	900	1800
	<u>4511</u>	<u>0</u>	<u>2711</u>	<u>1800</u>

7 Debtors & prepaid expenses

	2009	2008
Grants - sportscotland		
Grants: 6-day Company	20000	18000
Trade debtors - National Centre		
Event levies	11176	684
Trade debtors		3081
BOC 2008 - Surplus		968
Sundry debtors		
	<u>31176</u>	<u>22733</u>

8 Creditors

Subscriptions in advance	2717	2040
Audit fee	100	100
Junior Squad Personal Contributions paid in Advance		150
Consultation Fee: Coaching Audit & Workforce Plan	4700	
Senior Elite Squad	3726	
Other	922	373
	<u>12165</u>	<u>2663</u>

Ian commented that he and Scott can only respond to the various bodies if they are made aware of the issues that members face and requested that members and clubs forward any issues or opportunities.

Professional Officer – Scott Fraser

Scott stated that he wished to see a major event come to Scotland. The first part of this strategy was to bring the Park World Tour to Perth. This would show case our abilities to stage a European or World Championship event.

Support has been provided to the 6 Day company.

Pathways – more coaching and development officers are needed.

All access agreements are now up to date. RSPB for Capercaille. Relationships with SNH and are in place. An ecology study at SSSI sand dunes (Barry Budden) for 3000 athletes will take place during the 6 Day event.

Scottish 6 Day Company – Lynne Walker

Lynne was pleased to announce that Day 1 at Tay 2009 has been awarded world ranking status. This is very important as it brings elites to the event which often means that Scandinavian Club members will follow.

The Oban 2011 event was progressing and is known to be different to Tay 2009.

The event in 2013 will be at Moray.

4. Accounts – Les Dalgleish

Up to date accounts were provide at the AGM.

Income

Subscriptions are up due to an increase in membership. The Sportscotland grant was reduced to account for Scott's salary which did not cover a full year.

The accounts have not yet been approved but the auditor does not foresee anything that will prevent approval. This would be completed

	<p>shortly and be available for inspection if required.</p> <p>Subscriptions and Levies Subscriptions will not change in 2010. Levies were increased on 1 January 2009.</p> <p>Local events – no levy. Regional events – £1 per adult and 40p per junior. National events – £1.40 per adult and 55p per junior.</p> <p>The overall impact is expected to be a 10% increase in levy income.</p> <p>The levy is based on entries not on the results list.</p> <p>The levy changes were proposed by Paul Duley and seconded by Hilary Quick and voted in unanimously.</p>
5.	<p><u>Elections</u></p> <p>Marsela and Kate are standing down. Roger Scrutton and Oleg Chepelin applied for these positions and were unanimously voted onto the board.</p> <p>Mel announced that he would be standing down due to work commitments. Donald expressed thanks on behalf of the Board for his work over the past four years. An advert would be posted to the web.</p>
6.	<p><u>AOB</u></p> <p>A discussion took place on map scales for shared courses using two different scales; e.g. 1 to 15000 and 1 to 10000 or 1 to 10000 and 1 to 7500. Any decision will be difficult and controllers will have to make recommendations.</p>

Scottish Orienteering Association
Company Number: SC334748
Notes to the Accounts - 2009

1 Accounting policies

1.1 Basis of preparation of financial statements

The financial statements are prepared under the historical cost convention.

1.2 Fixed assets and depreciation

The fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost over their expected useful lives on the following basis:

Office equipment	20% straight line basis
Print equipment	25% straight line basis
Squad strips	33% straight line basis
Event equipment	20% straight line basis
Glenmore equipment & maps	20% straight line basis

1.3 Capital grants

Grants received relating to tangible fixed assets are treated as deferred income and released to profit & loss account over the expected useful lives of the assets concerned. Other grants are credited to profit & loss account as the related expenditure is incurred.

2 Designated Reserves

	Development Fund	National Centre/ Map Fund	Junior Squad	Total
At 1 January 2009	7789	6778	30928	45495
Income	325	5589	19505	25419
Interest received	10		15	25
Expenditure in year		-14335	-24917	-39252
	<u>335</u>	<u>-8746</u>	<u>-5397</u>	<u>-13808</u>
At 31 December 2009	8124	-1968	25531	31687

Orienteering Techniques booklet was updated during 2006 - Development Fund included a contingency for this. All sales are added back to replenish the Fund for re-printing the booklet in the future.

3 Professional staff costs

	P & L Account	National Centre	<u>2009</u>	<u>2008</u>
Salary and employment costs	40012	6742	46754	36128
Social security costs	3758	622	4380	2991
Travel, telephone etc.	3253	1094	4347	6719
	<u>47023</u>	<u>8458</u>	<u>55481</u>	<u>45838</u>

At 31st December, 2009, includes 2 full time employees
(2008 - 2 full time employees)

4 Competition - international squads

	Income	Costs	Net Cost	<u>2008</u>
Junior	0	0	0	4593
Senior	0	4054	4054	2516
Veteran	0	51	51	1450
	<u>0</u>	<u>4105</u>	<u>4105</u>	<u>8559</u>

Scottish Orienteering Association
Company Number: SC334748
Balance Sheet (Draft)
as at 31 December 2009

	Note	<u>2009</u>	<u>2008</u>
Fixed Assets			
Tangible assets	5	5848	
National Centre Building		1000	
Investments		<u>3</u>	
		6851	<u>8703</u>
Current Assets			
Debtors & prepaid expenses	7	31176	22733
Cash at bank		102776	106175
Building society deposits		<u>7947</u>	<u>6969</u>
		141899	135877
Less: Creditors	8	<u>-12165</u>	<u>-2663</u>
		129734	133214
Total Assets less Current Liabilities		<u>136585</u>	<u>141917</u>
Deferred Income			
Capital grants	6	-1800	-4511
Revenue Grants		<u>-1450</u>	<u>-8150</u>
		<u>133335</u>	<u>129256</u>
Reserves			
Designated Reserves	2	31687	45495
Asset Replacement Reserve		3400	<u>3400</u>
Revenue Reserve - brought forward		80361	
- surplus for year		<u>17887</u>	
		98248	80361
		<u>133335</u>	<u>129256</u>

The surplus from main operations was £17,887. The deficit on the Designated Reserves was £13,808 resulting in an overall surplus for 2009 of £4,079

The notes to the accounts numbered 1 to 8 form part of these financial statements

SOA is the governing body for the sport of orienteering in Scotland and works closely with sportsotland and British Orienteering to develop all aspects of the sport in Scotland.

President - Donald Grassie

Treasurer - Les Dalgleish

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4. Annual Reports of Association Activities 2009-2010

4.1. President – Donald Grassie

The President's role is to ensure our SOA management processes and procedures are current; to keep our strategy, plan and bye-laws current; to ensure the SOA Board and Volunteer structure is fit-for-purpose to deliver the plan; and to ensure our Professional Support is targeted to deliver the plan.

Our Memorandum and Articles of Association supported by the Bye-Laws are unchanged since the last AGM. However, changes in the Companies Act mean that we have had to propose modifications to our Articles of Association and By-Laws. These are dealt with later and will improve our democratic processes and hopefully will be fully supported by the membership.

The Board structure is unchanged, although this AGM sees some Director changes with the resignations of the Performance Director (Sarah Dunn) and the Operations Director (Paul Duley). We are indebted to their support and work in establishing the new Directorships over the past two years. Amongst many achievements, Sarah has made a significant impact around the adoption of UKCC, and Paul has resolved many operational issues wisely and calmly, e.g. the Introduction of the BOF 3 tier Event levels. During last year's AGM, Mel Perry intimated that he would have to stand down as Secretary shortly due to changing business commitments. Mel remained in post until he could make a successful handover to his replacement - Kate Robertson – co-opted as agreed at the last AGM. As Kate was not elected at the last AGM, her election as Secretary is formally proposed at this AGM. I would also like to highlight the significant contributions of the other Directors – Ian Pyrah, Roger Scrutton, Oleg Chepelin and Les Dalgleish – over the past year. A feature of their hard work is SOA's silent running – so a big thank you to all of them. I refer you to the individual Directors' reports for the detail of their details of the achievements during 2009-2010.

The Volunteer structure is for the most part unchanged. The SOA is very fortunate in having a band of very dedicated volunteers who quietly and efficiently look after their remit. The only changes in 2009 were Hilary Quick replacing Graeme Ackland as Mapping Co-ordinator, and Graeme

Ackland taking over the vacant Competitions Co-ordinator role. SOA still require a Trophy Co-ordinator, and Marjory Craig has intimated that she would like to step down as Controller of Controllers – so two vacancies for any willing members. As with all the Co-ordinator posts, these are key, focused activities which can be quietly managed in the background

The 4 Year Plan and Annual Operating Plan were updated in September/October by the Board, and they formed the basis of our **sportscotland** development Grant bid in November. All the documents mentioned including updated job descriptions for all Board and Co-ordinator roles can be found on the SOA website.

Scott Fraser and Hilary Quick remain as Professional Officer and Development Officer respectively. Scott completed a very successful first year when Tay 2009 was held in August – his influence with services and land owners was crucial to the success of the Event. Similarly, Hilary has undertaken a power of work in establishing the Level 1 and Level 2 UKCC coaching qualification, and indeed the whole UKCC structure in Scotland. Both members of staff are key factors in the success of SOA and the 6 Day Company. Their workplans are reviewed at fortnightly meetings with me and at each Board meeting, to ensure that they are focused on delivering the SOA plan.

Catherine Goodfellow has been our **sportscotland** liaison in all the time I have been on the SOA Board. **Sportscotland** recently went through a major restructuring, and Catherine took the opportunity to change job. Malcolm Dingwall-Smith has proved to be a very accomplished replacement. It would be remiss of me not to thank Catherine for all her support and encouragement. When times were difficult, it was Catherine I turned to for advice, and her wise counsel will be missed.

At the end of the 2009 AGM, I highlighted that the priorities for the coming year would be more Operational, and include: completion of the UKCC process; establishing a strategy for a Development Pathway; improving communication with British Orienteering, SOA Major Events strategy. I can report that SOA has a sound Operational foundation, that the UKCC process is arguable the most developed and successful of any of the BOF Regions, and that under Roger Scrutton, our Development Pathway is well on track. We would like our Major Events strategy to have progressed further. The Park World Tour event, to be held in September 2009 is looking to be a major success, with many new innovations. Our overall

Scottish Orienteering Association
Company Number: SC334748
Profit & Loss Account (Draft)
for the year ended 31 December 2009

	Note	2009 Income	2009 Costs	Net	2008
Income from members and general administration costs					
SOA/BOF membership fees		18791	11670	7121	7191
SOA/BOF event levies		21662	9100	12562	14491
Sales & equipment hire		18742	12640	6102	3297
SCORE advert income and costs		985	4018	-3033	-4477
Interest received		104		104	886
Other Income		0			0
		<u>60284</u>	<u>37428</u>	<u>22856</u>	<u>21388</u>
Less:					
Capital grant release & depreciation charge Administration	5.6	2711	2004		
			13063		
				<u>12356</u>	<u>6749</u>
Surplus before grants & development expenditure		<u>62995</u>	<u>52495</u>	<u>10500</u>	<u>14639</u>
Grant Income					
sportscotland		65050			
Scottish 6-Day Event Company Ltd		20000			
				<u>85050</u>	<u>83500</u>
Development Expenditure					
Professional staff costs	3		47023		
Club Development			0		
Squads training expenses		0	21138		
Coaching expenses			4498		
Competition - international squads	4	0	4104		
Miscellaneous Expenses			900		
				<u>-77663</u>	<u>-79414</u>
Surplus on normal activities		<u>148045</u>	<u>130158</u>	<u>17887</u>	<u>18725</u>
Special projects funded from reserves:					
National Centre		5589	14335	-8746	-7552
Development Fund		335	0	335	220
Junior Squad		19520	24917	-5397	2952
Total income & costs		<u>173489</u>	<u>169410</u>		
Transferred to reserves	2			<u>-13808</u>	<u>-4380</u>

8. AOB

There is one AOB item which has been notified to date.

SOA Equity Standard

A condition of accepting the sportscotland Development Grant is that the SOA Board achieves the Equity Standard foundation level by the end of 2010. This requires the following:

- A lead officer is appointed – agreed as Scott Fraser.
- A Board member to be accountable for highlighting any Equity issues to the Board – Scott Fraser until after the AGM when a Director will be selected
- Develop and endorse an Equity policy – BO already have an Equity Policy which SOA could adopt. Members will be given the opportunity at the AGM to comment on and approve the policy.
- Board members to attend equity training
- Complete an Equity audit – to be part of the planned club survey.
- Complete an audit of SOA HR policies

The SOA Board therefore seeks the support of the membership in confirming the adoption of the BO Equality and Inclusion Policy.

Proposal 9: Confirming adoption of the BO Equality and Inclusion Policy as the SOA Equity Policy

That the AGM confirms the adoption of the BO Equality and Inclusion Policy

Proposed: Scott Fraser

Seconded: Donald Grassie

Major Events strategy could be further advanced, however, one of the key inputs is volunteer time and some of the politics around SOA working on the IOF stage within the BOF banner.

The SOA vision is “More smiling faces in the forest. The evidence is still very much of more events, more participation, more members, greater International success, more qualified volunteers. I am greatly encouraged by the increase in the beginners’ introductory and training events which are springing up in all parts of the country. Our UKCC coaching policy is paying off as a large number of coaches are being qualified. Equally, our message is getting through to schools through local clubs and Active Schools assistance. This is not achieved by one small group of people but by everyone – Directors, Co-ordinators, Professional staff, club committees and members and casual orienteers.

Our sport is vibrant and is viewed by potential sponsors as an excellent sport to be involved with. The success of Tay 2009 and our Squads (so close to a clean sweep of the Home Internationals) and Elite athletes (see Sarah’s Performance report) and the activity at club level demonstrates that things are really healthy. I would like to recognise the continuing support of **sportscotland** and the Lottery Fund funding in helping to make this happen. Their support – financial, legal, coaching, audits, HR, etc. is invaluable.

4.2. Operations – Paul Duley

As last year, reports by SOA Fixtures, Controller of Controllers and Competitions, have been combined in this report for Operations.

Fixtures (Paul Caban):

The use of Club Fixtures Secretaries (CFSs) to register fixtures has been running for a while now and seems to be functioning well.

BOF has modified conditions for Level 2 events to make these more attractive to clubs. In addition SOA has modified its levy rates so that Level 2 events are not penalised which should also encourage clubs to consider making their old ‘District’ style events Level 2. This was the intention of those responsible for designing the new events structure.

Paul Duley

Competitions:

The following competitions were all successfully staged in 2009:-

Scottish Individual Championships
Scottish Relay Championships
Scottish Orienteering League
Scottish Night Championships
Scottish Inter-Club Championships
Jamie Stevenson Trophy
11-Person Relay
Scottish Score Championships
Scottish Sprint Championships

The SOL season seemed to function well during the transition year under the new event levels. Minor changes to the Rules and Guidelines for the SOLs have been made over the winter. Thanks are due to Trevor Hoey for doing much of the work associated with the SOLs in the absence of a Competitions Coordinator. More events (for example SoSOLs) are being encouraged to register as Level 2 in 2010.

Upcoming ...

Scotland are hosts for the British Night Championships in March. The Scottish Championships, Individual and Relay, will take place at Rannoch Forest on the 29th and 30th May.

Controllers (Marjory Craig)

The updating of the Grade 2 and Grade 3 lists was completed as far as possible by November, 2009. Several controllers opted to downgrade or have their names removed from the list.

Since the last AGM in 2009, two Grade 2 controllers and three Grade 3 controllers have been appointed.

Currently, the total number of controllers at each grade is as follows:-
Grade 1 19 (the same as last year)

Proposal 6: Operations Director

In the event that a formal nomination is posted with the AGM materials on the SOA website prior to 21st May, the named member is appointed as Operations Director

Proposed: As on website

Seconded: As on website

In the event that no-one is nominated, the SOA Board seeks the support of the membership to co-opt a new Director, who will be eligible for election at the 2011 AGM.

Proposal 7: Power to co-opt a new Director

In the event that no formal nomination is posted with the AGM materials on the SOA website prior to the AGM, the SOA Board has the power to co-opt a new Director

Proposed: Les Dalglish

Seconded: Donald Grassie

At each AGM, the Auditor is appointed for the following year. It is proposed that we retain the services of Graham Thomson as Auditor for 2010.

Proposal 8: Appointment of Auditor

That Graham Thomson is appointed as SOA Auditor for 2010

Proposed: Les Dalglish

Seconded: Donald Grassie

Proposal 3: Subscription and Levy

That the SOA Subscription and Levy remains unchanged in 2010

Proposed: Les Dalgleish

Seconded: Donald Grassie

7. Election of Board

Mel Perry resigned as Secretary during the 2009 AGM. The AGM supported the SOA Board co-opting a new Secretary. The Board was delighted to appoint Kate Robertson as interim Secretary. That position must now be formally agreed at the AGM

Proposal 4: Secretary

That Kate Robertson be formally appointed as SOA Secretary

Proposed: Les Dalgleish

Seconded: Donald Grassie

The articles of Association of the SOA state:

“At each Annual General Meeting, one third of the Directors elected in terms of Article 5.7 (or the nearest number upwards) shall retire from office. If no other Director or Directors has or have decided or agreed to retire thereat, the Directors...” Two Directors have requested to stand down – Sarah Dunn (Performance) and Paul Duley (Operations) Since the other Directors have still to serve 3 years, this means that there are two Directors positions which require to be filled at this AGM. The vacancies were intimated to the membership, and to date no nominations were received by the dead line of 31st March 2010. It is hoped to identify two potential Directors prior to the AGM. When nominations are received, they will be posted on the SOA website.

Proposal 5: Performance Director

In the event that a formal nomination is posted with the AGM materials on the SOA website prior to the 21st May, the named member is appointed as Performance Director

Proposed: As on website

Seconded: As on website

Grade 2

27 (up 1 from last year)

Grade 3

61 (down 4 from last year)

At present, three Grade 2 controllers wish to become Grade 1 and five Grade 3 controllers wish to become Grade 2.

Marjory Craig

Other Items:

Membership: Scotland continues to show healthy growth in numbers. At the end of 2009 there were 1609 national and local members up from around 1464 at the end of 2008.

I am pleased to report that Graeme Ackland has agreed to be the SOA Competitions Coordinator. The role of mapping coordinator has been taken into the remit of the Development Officer.

A Volunteer is sought for the positions of Trophies Coordinator.

Paul Duley

Fixtures (Paul Caban Report)

The introduction of the British Orienteering online Fixtures (and Activities) registration system, with the action of registration devolved down to Clubs, has significantly improved the currency of data in the Fixture List.

Information is now as up-to-date as the Club desires to make it, and the 'rate determining' step is no longer your Fixtures Secretary and his Assistant, neither of whom miss, even slightly, the approximately one hour per day each previously spent "standardising" Word documents

Of course, the system is not without flaws, which I restate to "BOF Central" at every opportunity, the most obvious being that the workflow of the online Fixtures system would appear to have been created by someone with no knowledge of orienteering events co-ordination. There are also difficulties with Activities system, which remains a difficult beast to use. It is worth restating that, despite the nomenclature, Activities does not equate to Coaching; any Activity with a named Organiser, and for which a risk

assessment is undertaken, can be registered.

Scheduling of SOLs last year, and particularly the "double-header" weekend, provoked much debate. I'd like to clarify that this should not be considered a precedent, and was an artefact of the offers I received to host the seven events in the series. It is worth noting, though, that the opportunity for two good events with reduced amounts of travelling proved popular, as it has subsequently with events in Edinburgh (Burns Weekend; British Nights Weekend) and Stirling (SOL1 Weekend). All three weekends enticed participants from England (and beyond) and I suspect that ever increasing petrol costs will make similar weekends ever more popular.

For 2010, all the major Scottish events are in place; work is progressing for 2011. It is noticeable that fewer Clubs are putting themselves forward to host SOLs and other major events. We seem to have a multitude of different competitions none of which can, apparently, be combined. These events don't happen without Organiser/Planner/Controller, and a backup of Club stalwarts, and I close my report by raising the question of whether we make life too difficult for ourselves and risk volunteer burn-out.

4.3. Development Officer – Hilary Quick

2009 saw a huge amount of activity on the UK Coaching Certificate qualifications, with many club orienteers gaining Level 1, and the first running in Scotland of the Level 2 course. Success in this area is in no small part due to the funding from sportScotland. Alongside the actual coach qualifications, several people also completed the training required for them to teach and assess the coaches, so we now have a team of qualified people to keep up the momentum.

Teaching Orienteering (part 1) continues to attract many people, largely schoolteachers, to learn more about introducing the sport to youngsters. By getting this skill into each school, we reduce dependency on club volunteers, and help schools become more self-reliant, which must be good for the long-term development of the sport. The challenge is then for clubs to convert that interest into membership and longer-term participation.

6. Treasurer's Report/Subscriptions and Levies for 2011 – Les Dalgleish

SOA Subscriptions and Levy - 2011

No changes to the subscription for 2011 are proposed.

Subscriptions	2010	Proposed 2011
Senior	£9.00	£9.00
Junior	£3.00	£3.00
Family	£14.00	£14.00
Group	£15.00	£15.00
Open Club	NIL	NIL
Closed Club	£30.00	£30.00

Event Levy - 2011

No increases in the Event Levies are proposed for 2011.

Levy categories are based on the new British Orienteering Event structure from 1st January, 2009.

Level 1 Events (National) Seniors ✓ £1.40 Juniors ✓ £0.55

Level 2 Events (Regional)

If the Senior (Discounted) entry fee is over £6 Seniors ✓ £1.00 Juniors ✓ £0.40
If the Senior (Discounted) entry fee is £6 or less No SOA levy is payable

Level 3 Events (Local)

If the Senior (Discounted) entry fee is over £6 Seniors ✓ £1.00 Juniors ✓ £0.40
If the Senior (Discounted) entry fee is £6 or less No SOA levy is payable

No deductions for any expense of any kind will be allowable.

The Junior Levy rate will apply to students paying the same entry fee as Juniors.

5. Change to Articles of Association and Bye-Laws

The law regulating the use of proxy voting has, in common with much of the law on companies, recently been overhauled by the Companies Act 2006, which largely replaces the Companies Act 1985. The provisions regarding proxies in the new Act are much more extensive than those contained in the 1985 Act and in many cases increase the rights of proxies. There is now a general statutory right for each member to appoint a proxy to exercise all or any of that member's rights to attend and to speak and vote at a meeting of a company (Section 324).

The term 'proxy' describes a person appointed in place of another to attend a meeting and to speak and vote on behalf of that person. This is a useful mechanism to ensure that a member's interests are represented at a meeting at which they are unable to attend. It is of particular importance in smaller organisations when the presence of proxies can ensure that a sufficient number of members are 'present' to allow a meeting to go ahead or that enough votes are cast to allow a measure to be approved at the meeting. Often the Chair of a meeting will be appointed to act on behalf of a number of members if they cannot attend a meeting.

As SOA is governed by the Companies Act 2006, it therefore has to modify its Articles of Association and Bye-Laws to accommodate the change in legislation. The SOA Board recommends the following changes to allow the introduction of proxy voting for the 2010 AGM:

Proposal 1: Modification to Articles of Association

That the sentence "No proxy vote shall be allowed." be removed from section 2.7 of the Articles of Association.

Proposed: Ian Pyrah

Seconded: Donald Grassie

Proposal 2: Modification to Bye-Laws

That the sentence "No proxy vote shall be allowed." be removed from Bye-Law 8 (Voting).

Proposed: Ian Pyrah

Seconded: Donald Grassie

The coach education courses were listed in the Glenmore Lodge brochure, and this has produced a steady trickle of people from beyond the normal reach of SOA, such as outdoor education instructors. Even if these people don't become regular orienteers, we can be confident that they will present orienteering to the many children who attend their centres in a way that is true to the sport and reflects the fun and excitement that we know are inherent in the sport.

During 2009 we began our Coaching Workforce Development Project, funded by sportScotland. The first stage involved collection and analysis of information about our current situation, which resulted in a comprehensive report with many recommendations. The Board is now discussing the strategy for taking this forward.

The Regular Orienteering Map Programme (ROMP) continues to provide a popular playground for many competitive and recreational orienteers; about 20 people have subscriptions to the scheme, and there are usually a similar number of additional casual users. The scheme also provides ready-made training and coaching facilities for clubs, squads and other groups who visit; during 2009 eleven such groups visited Speyside for this purpose. Several general coaching weekends for improvers also took place, showing that people of all ages and all standards can enjoy and benefit from coaching.

As well as several training courses for controllers, in 2009 we two informal update sessions. These were very well received and will become a regular feature in the calendar.

4.4. Performance – Sarah Dunn

The last year has been another busy and successful one for Scottish athletes. In particular, the best Scottish junior international results for many years were achieved by athletes at the Junior World Orienteering Championships with Hollie Orr finishing 14th in the Middle distance race and 24th in the Classic, and Hazel Wright also achieving a top 30 result with 25th in the Middle. At a senior level, Scott Fraser achieved a personal best of 18th in the World Orienteering Championships sprint race. Other Scottish athletes to compete in World and European championships were: Jessica Orr, Finlay Langan, Alan Cherry and Jamie Stevenson (all at EYOC), Ali McLeod (JWOC) and Jo Stevenson (WOC). The current

strength in depth of Scottish athletes is reflected in the new BOF squads with Scots comprising 24% of the Talent and World Class squads.

The Home Internationals once again saw dominance by the Senior Scots with convincing wins in both the Individual and Relay competitions in N Ireland. The junior team also put in a strong performance to tie with the English for 1st place in their individual race, but lost out in the relays. The Veteran team had a string of bad luck with illness, injuries and map issue problems and also had to settle for 2nd place to England this year.

An important new development for elite athletes has been the establishment of an Orienteering Centre of Excellence at Edinburgh University with financial support from Winning Students, Edinburgh University, BOF and SOA. This scheme has enabled infrastructure and coaching support to be provided for 11 student athletes as well as financial support for training. A full time orienteering coach, Toni Louhisola, has been appointed to work with the athletes in the Centre. The benefits of this are already becoming apparent in athletes motivation and training quality. Andy Kitchin has stood down as the SEDS co-ordinator with his role being filled by Ewan McCarthy, along with support from Lorna Eades, Sarah Dunn and Toni Louhisola. Thanks to Andy for his time and effort over the last few years.

The focus of coaching development activities has centred round further implementation of the UKCC courses. A first UKCC Level 2 (approximately equivalent to old BOF Level 3 club coach) course was held in Scotland at the end of 2009 and 8 candidates are now working to complete their qualification through planning and implementing a progressive series of practical coaching sessions. Around 50 candidates attended UKCC Level 1 courses in Scotland in 2009, with most successfully completing the qualification. Funding for UKCC courses from SportScotland is still available this year and is being supplemented by support from the SOA. However, this source of funding is unlikely to continue in the long term. Hilary Quick has been hugely successful in getting the UKCC programme up and running in Scotland. However, delivery of UKCC courses is demanding in terms of the tutor, assessor and verifier inputs required, and the SOA would benefit from more people acquiring the necessary qualifications to take these roles.

I am standing down as the Performance Director at the AGM and would like to wish my successor best of luck in guiding Scottish athletes and coaches to keep Scottish orienteering at the leading edge of the sport.

Scottish Junior Squad (Maureen Brown)

(September). In the light of the Major Event Strategy that was submitted to British Orienteering for discussion, this is an excellent chance to show the World of orienteering that Scotland can host World Class events.

The 2011 6-Day event is progressing well and the mapping of areas is underway. We have just secured a significantly increased investment from Event Scotland (following the success of TAY 2009 as reflected in the Economic Impact study).

The Development Pathway and Participation Model are in their final stages of development. It is hoped that these will help clubs, schools and orienteering development agencies to work on a more coherent level ushering new participants through the stages of development, in turn, strengthening the infrastructure of orienteering development in Scotland and helping realise the vision of the SOA:

'More smiling faces in the forest'.

We continue to work in cooperation with national agencies e.g. SNH, RSPB, Forestry Commission, something which they took the time to congratulate us on. After the cessation of the British Orienteering/Forestry Commission agreement we are in the process of forming an SOA/Forestry Commission Scotland (FCS) one, which will convey a desired Code of Conduct in practice for both SOA and FCS. We are working with SNH to complete the Ecological Impact study being progressed at Barry Buddon (Day 5 of Scottish 6Days). This is the first one of its kind for such a major event so it is hoped that the results will be positive and help strengthen our case for access in the future.

I look forward to another great year with the SOA and with the many new developments and opportunities; it's an exciting time to be in.

and Grampian being the lead clubs. George Esson has agreed to take on the co-ordinator role for the moment; Anne Hickling is the director from the board who will provide the links between the event and the board.

The Board of Directors have been working on revising the Scottish Orienteering 6-Day Event Company business plan. The Directors have taken advantage of communicating and discussing by electronic methods to cut down on meeting time.

There are changes taking place within the Board of Directors. Mike Atherton (co-ordinator for Spey 2007) has now moved to the Lake District and has completed his time on the board – many thanks for all your contributions and guidance over the years, Mike. Gareth Bryan-Jones remains on the board for another two years and Ross Lilley as the Oban 2011 co-ordinator has been welcomed to the board. Andrew Dalgleish has stepped down as Technology Director; we are delighted that Robin Strain has accepted the invitation to join the board as the Technology Director and look forward to utilising his years of experience with regard to computing and electronics.

The Scottish Orienteering 6-Day Event Company could not hold the biennial events without the support of all members of Scottish Orienteering – thank you. Times are constantly changing and there are often things happening that are out with our control. For instance, the vote at the recent British Orienteering AGM with regard to levies means that there will have to be a 50p per day rise in entry fees to cover the increased levy; what other costs will rise as well?

Lynne Walker
Chairman

4.9. Professional Officer – Scott Fraser

After taking on the role as Professional Officer in May 2008 my key objectives were to; (1) bring a major event to Scotland, (2) ensure the successful running of the 6-Day event, (3) establish a Development Pathway/Participation Model, (4) ensure all access agreements are up to date and (5) maintain good relationships with governments agencies such as SNH, Forestry Commission Scotland and RSPB.

I can report that progress is being made regarding major events in that SOA will host the upcoming Park World Tour International in Perth

During 2009 the Squad held 5 training weekends and travelled to a Junior Selection Race in the Forest of Dean, as well as competing in the Junior Inter-Regionals and the Junior Home Internationals. In addition the Squad M/W18's made the trip to the Future Champions Cup races in SE England in February, plus several M/W 16's took part in the annual Regional training camp in the Lake District in November. The first training weekend of the year, held at the end of February, was again a Development weekend to which a number of promising younger juniors were invited.

The Junior Inter-Regional Championships (JIRCs) were held in Northern Ireland in the Mourne Mountains. The SOA juniors came 1st out of the twelve teams competing, winning the overall trophy, the men's trophy and the women's trophy.

Prize-winners were Evelyn Mason - 2nd in W14, Lauren Campbell – 3rd in W18, Rosalind Shepherd – 3rd in W16, and Sasha Chepelin – 3rd in M14. The Junior Home Internationals were held at Newborough, on Anglesey in North Wales. Scotland came joint 1st with England in the Individual event, thus retaining the trophy which they had won the previous year. Evelyn Mason was 1st in W14. Other podium places came from Finlay Langan (2nd M16), Rosalind Shepherd (2nd W16), Lauren Campbell and Kirstin Maxwell (2nd and 3rd respectively in W18) and Alan Cherry and Jamie Stevenson (2nd and 3rd respectively in M18). Scotland was runner-up in the Relays and came a close 2nd to England in the over-all competition.

Nine Scottish juniors qualified for the Future Champions Cup Final in the Forest of Dean. Hollie Orr and Hazel Wright came 2nd and 3rd respectively in the women's race. Jessica Orr was 3rd W18 in the FCC series and Alasdair McLeod was 3rd M20.

As a result of good performances in this and other selection races, a total of 17 Scottish juniors were selected for GB teams and summer tours. Congratulations to Hollie Orr, Hazel Wright and Alasdair McLeod for their selection to the GB team for the World Junior Championships in Italy; to Alan Cherry, Jamie Stevenson, Finlay Langan and Jessica Orr for selection to the GB team for the European Youth Championships in Serbia, and to all those selected to the summer tours.

The GB World Class Programme is now in the process of change and there is no longer a Start Squad for younger juniors, nor a GB junior Squad. Instead these have been replaced by a number of new squads. So far, Scottish juniors Abi Longhurst, Jessica Orr, Jo Shepherd, Alan Cherry and Jamie Stevenson have been selected to the 2010 World Class talent

Squad and we expect more Scottish juniors to be selected after the Spring selection races have taken place.

The 2010 season is now underway and the Squad is looking forward to its biennial tour to Scandinavia. This year we will be spending a week training in Sodertalje (Jo Stevenson's Swedish club) followed by the O-Ringen five day competition at Orebro. We will also be travelling to the Junior Inter-Regionals in Wales in June to defend our trophy. The Junior Home Internationals this year will be held in Scotland in September alongside the Park World Tour.

The Squad again organised a very successful Jamie Stevenson Trophy, the inter-club competition for Scottish juniors. In 2009 this was held at Pitmedden and was competed for by 9 clubs and around 150 juniors.

As part of our support from Sportscotland and the SOA, Scotjos have introduced a programme of sport science talks with help from invited speakers. We also look forward to being involved with the new Edinburgh Centre of Excellence.

I would like to thank all the parents, former Squad members, SOA coaches and others who have contributed to running the Squad and coaching the athletes and without whose help the Squad could not function. In particular, I would like to thank Bill Stevenson, our lead coach, and Iain and Carolyn McLeod, who have recently taken on the roles of Treasurer from Louise Longhurst who has retired from the post after 7 years of sterling work in looking after our accounts.

4.5. Marketing and Communications– Oleg Chepelin

In 2009 I took over from Kate Robertson as the Marketing and Communications Director. Kate, during her time, implemented a strong communications strategy that has been running successfully with the help of Hilary Quick (Newsletter), Doug Tullie (Score) and Paul Frost (Website) who have all done a great job on informing both members and non-members on happenings within the SOA.

Since joining the board my focus has been on marketing Scottish Orienteering to both the general public and other sports. In particular, I

are becoming available; some aspects of this have recently been aired in SCORE and on the SOA website e.g. *Scotland's Sporting Chance – a Manifesto for Sport, Active Nation* and *on your marks – a Games Legacy for Scotland*. The Active Schools initiative has seen many clubs working more closely with schools and the proposed *Community Hubs* and *Green Gym* provide opportunities for orienteering to work more closely with communities.

Over the year this activity has relied heavily on the contribution of the Professional Officer, the Development Officer and the clubs; many thanks to all.

4.8. Scottish Orienteering Six Day Event Company Ltd. Report – Lynne Walker

The highlight of the past year was Tay 2009. Gareth Bryan-Jones and his Central Organising Team had guided the event through the preceding years; there were many hurdles to surmount during their journey but the final product was excellent. Many competitors expressed satisfaction with the event, especially the event centre at Perth Race Course and the variety of areas they encountered. The entry was slightly higher than anticipated and this has meant that the Scottish clubs involved have been 'paid' for the services they provided each day. The Central Organising Team submitted very comprehensive reports which have been passed on to Oban 2011. For the first time, each day official (planners, organisers, controllers) submitted detailed reports and these have proved to be invaluable in the updating of the manuals for day officials.

Looking forward, Oban 2011 is taking shape with Ayroc, Clyde and EckO involved. Site meetings have been held with the key officials on the Central Organising Team – led by Ross Lilley – visiting each of the six areas in one day. One of the key themes for this event is to be environmental awareness and the areas have been chosen to minimise travelling. There will be two new areas mapped – one for Day 4 (Torinturk) and for Day 6 (Loch Nell). Accommodation is at a premium when the event is on and many providers report that they are booked up already. The week will be preceded by a week of training and coaching.

There is always a long lead-in time to the 6-Day events. 2013 is beginning to take shape. This event will be based on the Moray Coast with Moravian

important that a coach education programme is put in place to suit club needs and serves what SOA wishes of clubs. This is something that we are working towards with the completion of the SOA Coaching Audit and Workforce Development Framework. The National Centre has expanded the ROMP programme, which is widely used by clubs for training as well as by individuals, and is helping elite and talent squads with their training activities. We are also reviewing our incentive schemes for individual participants in the light of BOF's introduction of a Navigation Challenge and a Racing Challenge in place of the Colour-Coded Badge Scheme.

Finally, and very importantly, the SOA Development Fund has been reintroduced and the first round of awards made. Details are on the SOA website (<http://www.scottish-orienteering.org/soa/page/soa-club-development-fund>). At present this is not a large fund, but we hope that it will encourage Scottish clubs to seek money for development projects, especially projects that promote orienteering in their local community, including schools, and projects to help bridge the gap between "summer/beginners and traditional Sunday runners" mentioned in the club survey.

All our clubs and very many individuals are helping with SOA Development, but in particular I would like to thank Hilary Quick, SOA Development Officer, for help and support over the last year. Hilary is never short of helpful advice on just about any topic.

4.7. Partnership – Ian Pyrah

The Partnership Director is responsible for day to day relationships with partner organisations and for identifying potential external opportunities and threats to Scottish Orienteering. Most of this activity is with **sportscotland**, the Scottish Sports Association, nature & access bodies and national & local government. **Sportscotland** continues to invest in orienteering, in support of the SOA 4-year plan, and to provide specialist advice e.g. in relation to Companies Act, UK Borders, Equity Policy as applicable to SOA as a Sport Governing Body (SGB).

Efforts to raise the profile and influence of sport in general, and orienteering in particular, has continued. As sport, health and well-being move up the political agenda more opportunities to promote orienteering

have been encouraging cross-sport participation by setting up links with other running disciplines. I have also been involved with attracting both local and national media to film, interview and write about our sport.

Successes over the last year have included;

- Filming of the British Night Championships, interspersed with interviews from Scottish orienteers, appearing on BBC2's hour long Adventure Show.
- Orienteering event database set up on BBC's ThrillSeeker website. An opportunity for clubs to promote orienteering events suitable for beginners alongside other adventure sports to the general public.
- Scottish Hill Running and Scottish Athletics have agreed to publicise orienteering to their members through relevant articles that we give them.
- Score winning the Compass Sport 2009 regional newsletter award, for the third year running.

Over the next year I have plans to appoint regional reporters who will keep their local media up to date with orienteering news and gossip, widening awareness of orienteering within Scotland.

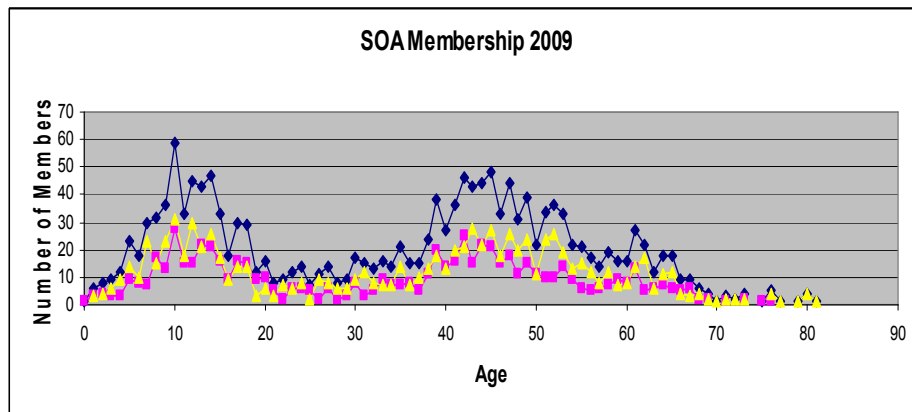
My other duty within Scottish Orienteering has been TV and sponsorship for the Park Work Tour 2010. This position has allowed me to explore sponsorship opportunities both for the PWT and the SOA. These are still under negotiation but I am confident to have at least one SOA sponsor by the end of 2010.

4.6. Development – Roger Scrutton

The remit of sport development has fuzzy edges because it encroaches upon almost all branches of activity. However, to provide a focus for development I am trying to place the club at the centre of development in SOA, since, with few exceptions, it is the clubs that deliver our sport.

In 2009-2010 we have seen a number of club and individual successes in the development area. Anne Hickling (GRAMP) and Janet Clark (ESOC) have been worthy recipients of Services to Orienteering Awards from BOF for their tireless efforts to promote orienteering within and beyond their clubs. GRAMP has been voted BOF Club of the Year for 2009, and EUOC was Runner-Up University Club of the Year – congratulations to both GRAMP and EUOC. And CLYDE, MORAVIAN and TAY were successful in winning awards from the BOF Development Fund in the January 2010 round of awards. Support for schools orienteering features strongly in these three funded projects, an area in which we are still feeling our way as far as integrating schools activity into the overall structure of orienteering in Scotland.

Membership of SOA increased in 2009 by about 10% (still provisional). The chart shows membership numbers by age and gender: squares=female; triangles=total. Overall total = 1609.



In early 2009 a face-to-face club survey was carried out by Donald Grassie and Scott Fraser, from which some common concerns emerged. These are the points directly relevant to Development:

“Development

- Scottish Schools doesn’t fit into structure, and yet could be a really useful organisation at school level – how can we make this work better?

- Need Hilary to help with smaller clubs who are not strong enough yet to have skill strength in depth – can we link with bigger clubs, or have special small clubs policy for supporting them
- Various opinions of working with Active Schools – but need to get orienteering as one of their objectives
- Need to get orienteering seen as cool and trendy and get into school curriculum
- Support for Development role in NE
- Use Purple Thistle type event to seed and develop venues in more remote areas, e.g. West Coast previously unused
- Need to get clear on what we mean by Development – Pathway document should assist
- We are developing into two sets of members – summer/beginners and traditional Sunday runners – how can we bridge between two sets?”

However, there are important points under other headings also relevant to **Development** (paraphrased or brought together here):

- Burn-out of volunteers – should we have a more professional support?
- Provision of technical training courses and technical support, especially for small clubs and in more remote areas.

SOA is in the process of following up on this survey with the collection of some quantitative data to help inform the placing of resources in support of club development. We have also planned a one-day Club Development Conference on 19th June, which will provide further input to our decisions.

We are investigating the possibility of providing more professional help for clubs and volunteers in the form of Regional Development Officers (RDOs), akin to those in England who have been very successful in building school-club links, widening participation and increasing membership. However, sportScotland would like to see a fully developed SOA Strategic Plan before it considers investment in RDOs. A start has been made on a comprehensive Strategic Plan, which we hope to have finalised within the next few months, building on the draft pathway document mooted in the club survey above.

The National Centre continues to deliver a programme of training courses tailored to the need of clubs. A good deal of attention has been given to teaching and coaching, ranging from Teaching Orienteering courses for school teachers to a limited amount of upskilling at the higher end of qualifications. Since the Development remit is focused on clubs, it is