



September 2026

2026 AGM Booklet



14th September 7pm
Online



Orietneering - a thriving sport for all generations



2026 AGM Booklet

The Annual General Meeting of the Scottish Orienteering Association will be held online on Monday 14th September 2026 at 7pm. The link for the meeting is [2026 SOA AGM Meeting Link](#)

A proxy form can be found via the following link - [2026 AGM Proxy link](#). All members wishing to vote but unable to attend the meeting are requested to use the online Proxy Voting Form or contact info@scottish-orienteering.org for a paper proxy form.

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Appendix 1: Draft Minutes of 2025 AGM September 2025

[Link to Draft SOA 2025 Minutes](#)



A sample of our fabulous volunteers this last year - our sport's lifeblood
Photo credits L to R: Colin Matheson, MAROC, SOA Team and Wendy Carlyle

Appendix 2: Chair's Report ● Jonathan Molloy

Following the challenges and ultimate success of the Sprint World Orienteering Championships in Edinburgh in 2024, an event four years in the making, 2025 was another important year for Scottish Orienteering as we focused on consolidating that momentum and delivering against our 2025-2029 strategy.

The year demonstrated once again the strength and resilience of the Scottish orienteering community. Across the country our clubs organised more than 800 events and activities, including 4 Scottish Orienteering League events, 8 Scottish Urban Orienteering League events, 6 Scottish Championship races, and a wide range of local competitions and training opportunities. These events continue to provide high quality experiences for participants of all ages and abilities, while also showcasing the remarkable commitment of our volunteers.



A particular highlight was the successful return of the Scottish 6 Days at Royal Deeside 2025, organised through the Scottish Orienteering 6-Day Event Company. The event attracted competitors from across the UK and overseas and received extremely positive feedback for both the quality of the terrain and the professionalism of the organisation. The success of Royal Deeside 2025 provided a strong platform as we look ahead to the JK 2026 in Perthshire and the Scottish 6 Days in 2027. The JK is the largest annual orienteering event staged in the UK and was last held in Scotland in 2012. Despite Storm Dave sweeping across Highland Perthshire, the Scottish orienteering community, ably led by JK Co-ordinator, Jon Cross, put on a fantastic event over Easter 2026. The 2,000 competitors enjoyed high quality courses, which were very positively received by 2,000 competitors, who also enjoyed stunning views of snow-capped mountains between blizzards!

Chair's Report.....

Our new strategy for 2025-2029 was developed following extensive consultation with members, clubs and volunteers. The strategy is built around 4 themes: Changing Perceptions, Engaging Experiences, Lifelong Pathways and Foundations for Success. It reflects the challenges facing not only orienteering but many volunteer-led sports including demographic.....pressures, volunteer capacity and access constraints, while also recognising the significant opportunities we have to broaden participation and strengthen our community.

Our professional staff continued work across Scotland including supporting clubs, developing volunteer training, strengthening links with schools and universities, and expanding opportunities for newcomers and young adults. We bade farewell to Suzanne Robins-Bird and Louise Adams during the year, and welcomed Judy Bell to the team. We are recruiting for a Senior Development Officer. The ongoing support from sportscotland remains critical to this work and we are grateful for their continued confidence in Scottish Orienteering.

The performances of Scottish athletes during the year were also extremely encouraging. Scottish competitors achieved notable results at international level, while our Scottish Elite and Development Squad and Scottish Junior Squad continued to provide high quality training and competition opportunities for developing athletes. Just as importantly, the wider participation and enthusiasm seen across all levels of the sport demonstrates the health of our community.

Financially, the Association finished the year in a stable and positive position which provides reassurance as we move into an ambitious

Chair's Report.....

period which includes major events such as the JK in 2026, continued investment in development activity, and delivery of our strategic objectives.

As always, none of this would be possible without the dedication of our volunteers, clubs, professional staff and Board members. I succeeded Richard Oxlade as Chair in September 2025. Richard remains on the board in his ongoing role as Chair of the Scottish Orienteering Six-Day Event Company. On behalf of the Board, I would like to thank everyone who contributes their time, expertise and enthusiasm to Scottish Orienteering. We have 3 vacancies on the SOA board and we urgently need volunteers to come forward to fill these posts - please consider these opportunities. The sport in Scotland continues to benefit from an exceptional community and we look forward with confidence to the opportunities ahead.

Appendix 2: Director's Reports

Communications Report ● Katherine Ivory

Communications and marketing underpins SOA work to develop and promote orienteering as a thriving sport for all, whether through engaging our members or reaching out to new audiences to encourage participation.

Member and Club Communications

The Monthly SOA Newsletter has continued to provide updates to members on orienteering in Scotland, supported by regular news articles on the SOA website on a broad range of relevant topics. With regard to social media, Facebook and Instagram are currently the channels used actively to promote orienteering and share news on developments and events (including club-level ones), with multiple posts each week. The Club Despatches bulletin for committee members is also issued regularly to share updates on work by the Staff team and information of importance for club management and development. A new Juniors' Newsletter has been trialled, with a launch at the Jamie Stevenson competition in June and copies sent subsequently to clubs. Feedback from juniors and clubs will inform future plans for this.



Community Conversations

We have continued to provide regular opportunities for member interaction through the programme of monthly online 2026 Community Conversations. These sessions have provided useful space for members from different clubs to get together and share experience and perspectives on different topics. There are sessions every month until November 2026 and I encourage everyone to join and share their knowledge.

Communications Report....

Club Networking Days

This year, there will be two Club Networking Days in September, rather than just one, to enable as many members as possible to participate on Sat 12 Sept and Sat 19 Sept and locations in Central Scotland (Dunblane) and in the north.... (Boat of Garten). These are open to all SOA members, not just committee members, and anyone interested in developing orienteering is warmly encouraged to come along.

Website changes

The Annual Plan identifies several areas for strategic work around communications and marketing. Work to improve the SOA website is on-going (bearing in mind very limited capacity), with some changes now made, particularly to the homepage which now features a feed of Facebook posts. Further plans including some structural improvements to streamline content and so help members/clubs find key resources more easily.

Marketing materials

The 'Changing Perceptions' workstrand of the new SOA Strategy recognises the need to improve the marketing of our sport to all non-orienteers and raise awareness of the opportunities in the sport. An updated new introductory tri-fold 'What is Orienteering' leaflet has been developed and made available to clubs, either as the generic version or customised for club contacts. This gives an engaging and accessible overview of orienteering in Scotland, to help encourage potential newcomers to try orienteering.

Communications Report....

New marketing materials were also created for this year's Scottish Schools Orienteering Festival a) A-boards to display in prominent locations at the event with SOA info etc and b) flyers on junior orienteering, for schools to distribute to pupils to take home, with localised versions (e.g. for Edinburgh attendees) to encourage follow-up via local events. A new SSOF webpage was created on the SOA site to hold core material on the event as a standing resource going forward (FAQs, flyers etc), linking to the existing SSOF site.

As part of wider governance work around policies, the Online and Social Media policy is being finalised to ensure that it is as up-to-date and clear as possible. Many thanks to the staff team and others who have contributed content and support for communications and marketing activity this year.

Development Report ● Mary Williams

Much has happened in the development front in the last year. Suzanne our Coaching officer left the team, in the spring and was replaced by Judith Bell - the Scottish Junior Squad Manager who has a wealth of experience and expertise. She is a member of the BOF coaching and Advisory Group and has a personal involvement with the BOF performance program.



Louise Adams left us in June for pastures new and we are currently in the process of appointing her replacement. We are missing her liaison and support of Scottish orienteering clubs and especially the university clubs.

Development Report

The SOA has been particularly successful, at very short notice, in gaining funding through the sportscotland's 2026 grant scheme. The three tranches were:

- **A Summer of Sport** where we got £5,000 for young newly qualified coaches and young leaders to deliver 12 orienteering taster sessions across 6 areas - Aberdeen, Aberdeenshire, Dundee, East Lothian, Helensburgh and Inverness- to families and young people. The aim being to introduce the sport to a new audience while allowing the coaches and leaders to develop the confidence to deliver coaching and build the resources to deliver them.
- **Club Support** where three clubs, MAROC, TAY and CLYDE indicated they would be interested in applying for support to employ a club development officer. These three clubs were successful and will now receive support for the next 3 years with the cost of a employing a club development officer.
- **Growth and Innovation** where we have applied for money to employ a mapping officer to build on the mapping project which has collated information on the current map stock of the sport and its condition. The proposal is for support to be provided to deliver certain identified mapping projects, identify mapping projects which have future potential and develop mapping skills within clubs.

Changing Perceptions

The team continue to work with the universities and colleges throughout Scotland introducing student teachers to the sport. Taster sessions for teaching students are being delivered in most teacher training institutions during the year and we continue to deliver Introductory sessions and CPD sessions to teachers, Active Schools and outdoor education groups as well as at the annual PE teachers conference.

Development Report.....

Engaging experiences

Apart from the Summer of Sport courses, 7 introduction to orienteering courses were run across Scotland for individual beginners. These have been successful and seen some of the participants go on to join their local club. Orienteering taster courses were put on in the Perth schools in the run up to the JK and some families went on to participate in the colour coded courses at the JK.

Lifelong Pathways

Young people

The Junior Area training, the Inter Area competition and the Scottish Schools Festival as well as ScotJOS has continued to flourish this year. Following feedback a Junior Newsletter has been produced and we continue to listen to the juniors in how we can improve their experience.

Students/ Young People

We continue to ensure the university clubs are connected to their local clubs and provide coaching support, assistance with the Scottish Universities Championships and as you will read through in the Performance report we are working to rebuild SEDS to create a platform for those aged between 20 and 40 to develop in the sport.

Coaching and Volunteering

Following Judy's appointment she is in the process of gaining feedback on all of our courses to determine whether improvements can

Development Report.....

be made and ensure we are fulfilling the training needs of the sport. Not everybody has time to attend all the courses they would like to. The SOA is aware of this and offer courses in as many formates as possible. The SOA website is being given a spring clean and reformatted to make it easier to see the coaching pathways and access volunteer courses, coaching and resource information. This is a time-consuming task but should make life easier for everybody in the long run.

Development Grants

A number of clubs have been provided with grants this year and we will continue to use development funds to help support the implementation of the strategy and clubs develop their members.



Left: Adult Beginner
day delivery

Right: 2025 Junior
Inters Areas Relay
start



Performance and Young People Report ● Andy Kitchin and Mairi Eades

2025 has proved to be a busy and successful year in respect of Performance and Young people for the SOA.

The Scottish Junior Orienteering Squad (aged 13-18) through their leadership team have continued to deliver 6 training weekends each year and organise attendance at the Junior Inter Areas (JIRCs) and the Junior Home Internationals (JHI) competitions. In 2025 the Scottish Juniors won the JIRCs and were a very close second (down to the recount) in the JHIs. In June 2026 the team, their juniors and their volunteers travelled to Sweden for a training camp.



Performance athletes from Scotland continue to form a substantial proportion of those representing GB and we congratulate those selected over the past year. In particular Grace Molloy achieved her best International result to date in a GB vest, finishing 2nd in the knock out sprint race at the 2025 World Cup finals, held in Uster, Switzerland.

To maintain the high standards set by our best orienteers, the SOA has been trying to recruit an administrator to help deliver Scottish Elite and Development Squad (aged 18-40) training weekends, but without success to date. We have a proposed solution which should not only deliver training opportunities, but also support university sport and reduce administration for ScotJOS. We hope to have this finalised over the next few weeks.

In 2025, the Senior Home Internationals (SHIs) (age groups 20, 21, 35) Scotland were beaten by the Auld Enemy, a result we will hope to

Performance and Young People Report.....

address in 2026. Scotland achieved their best result in the 2025 Veteran Home Internationals (VHIs) (age groups 40 to 75). After the individual races England had a slender lead meaning the relays would be crucial. As it turned out it came down to a nail biting finish, decided by the final runner of the final team and Scotland were the winners - last achieved in 2007.

We are very grateful for all the volunteers who made this all possible.

- For ScotJOS, Judy Bell, the ScotJOS manager is stepping down in September and we are currently recruiting for her replacement. We are hugely grateful for her fantastic work as manager over the last 6 years.
- For the Senior Home Internationals James Ackland stepped in to manage the team for 2025 and continues with the role in 2026, many thanks to James.
- For VHIs, Janice Nesbit has acted as VHI manager for approximately 12 years and has decided that 2026 will be her last year as VHI manager. We thank Janice for her efforts and the support Brain Yates has provided for her. We are extremely grateful for their contribution over so many years. We are also lucky that Kirsten Strain/ Vicky Thornton have agreed to take over the role.



Photos L to R:
ScotJOS 2026 Tour,
2025 SHI Team,
2025 VHI Team

Safety Report ● Tim O'Donoghue

Wet Bulb Globe Temperature

In the summer of 2025 an Italian orienteer died of heat stroke while participating in the 2025 World Games at Chengdu, China. Other orienteers in the competition were in distress when they completed the courses. The IOF report on the incident has recently been published with a number of recommendations. A key indicator is the Wet Bulb Globe Temperature (WTGB): guidance will be issued derived from the report. Put simply very hot, humid conditions can be deadly.



Incidents/injuries

Regrettably there have been 2 fatalities at orienteering events this year in Britain and Ireland. Both seemingly arose from health issues rather than incidents arising from the courses.

British Orienteering have introduced a new online reporting form for injuries, incidents and illnesses that arise during orienteering events and activities. Reports can be entered by anyone - not just by organisers of events. The intention is to move reporting associated with Scottish activities and events to this system once some changes are made to enable SOA to have sight of Scottish injuries and incidents.

Current reporting of injuries and incidents arising during Scottish orienteering activities and events is at a low level - lower than reporting in England e.g. there are no reported injuries/incidents in either database arising at the 2026 JK.

Safety Report.....

British Orienteering Safety Advisory Group

In the last year British Orienteering have set up this group to advise their Board on safety and health matters. Members of the group are volunteers from orienteering clubs across the UK. Work is underway on a variety of topics with sub-groups looking to review performance and provide updated guidance/recommendations on the topics. An example is encouraging orienteers to carry mobile phones, possibly with location tracking enabled, to make search and rescue for missing persons easier.

Welfare Report ● Ken McDonald

Inclusion continues to be a central guiding principle in the work of the SOA. We are supported in this by a mentor assigned by sportscotland to ensure that we are able to identify and remove barriers to wider participation in the sport. We have engaged with the Moving to Inclusion programme which is an initiative designed to help sports organisations become more diverse and socially responsible through a self-reflection and continual improvement approach.



We have a close working relationship with Children First, Scotland's national children's charity to ensure that our organisational culture and safeguarding practices are fit for purpose. Children First set audit standards for good practice in sport and have helped us to revise and develop a range of policies to underpin these principles. In the past year Children First have confirmed that SOA is now fully compliant with their audit requirements.

Welfare Report

Our updated safeguarding policy has been circulated to clubs and club welfare officers have joined online sessions to discuss and embed good practice. Communication to members, squad leaders, coaches and staff has also taken place. Face to face conversations about safeguarding and raising concerns have been delivered to junior members in appropriate group situations.



Left: 2025 Junior Orienteer of the Year: Finlay McLuckie



Centre: Junior Newsletter launched summer 2026



Right: Orienteering Twister at Junior Inter Areas

Appendix 3: Finance Report ● Pat Bartlett

Overview

For the year ended 31 December 2025 SOA's income was £228,960 (2024: £274,092) and expenditure was £211,058 (2024: £302,649), giving a surplus of £17,902 (2024 deficit of £28,557). The surplus comprised £9,224 relating to unrestricted funds, for which staff vacancies were a significant factor, and £8,678 relating to restricted funds which was due to the timing of sportscotland development spend with significant grant funding received in 2025 being spent in quarter 1 2026. The deficit in 2024 comprised a deficit on unrestricted funds of £5,627 relating to WOC 24 and a deficit of £22,930 on restricted funds reflecting planned reduction in Junior and Senior Squad Funds.



In 2025 our reported financial results cover the SOA only. In 2024, as a result of WOC 24, the income of SOA and the S6D Co combined was greater than £0.5m. As a result in 2024, under Scottish law, we were required to present SOA consolidated accounts (that is accounts which included the results of both the SOA and the S6D Co, which is a wholly owned subsidiary of the SOA) and the 2024 accounts were required to be subject to audit, which provides a higher level of assurance but gives rise to a significant additional cost, rather than independent examination. In 2025 the combined income of the SOA and the S6D Co was less than £0.5m and therefore we were not required to prepare consolidated accounts and an independent examination, rather than then an audit, of the results was required. It is noted that from 2026 the income threshold for audit and consolidated accounts has been increased to £1m and so it is unlikely that the SOA will exceed the threshold in future years.

Finance Report

Looking ahead, following additional funding from the Scottish Government, sportscotland has provided additional funding to the SOA in 2026 of c£19,000 to support core costs. The SOA Board are considering how to best utilise these funds.

Income and Expenditure

The largest source of SOA income in 2025 was grant funding from sportscotland of £118,735 (2024: £117,271) which is primarily restricted to development of the sport. Funding from the S6D Co was £44,250 (2024: £64,204) following the successful Royal Deeside 2025 6 Day Event. ScotJOS raised £21,835 (2024: £45,546) in 2025 to run their programme of training and competitions, which was lower than 2024 due to there being no overseas tour in 2025. In addition, SOA membership fees amounted to £15,979 (2024: £14,946).

As in 2024, the largest areas of expenditure in 2025 were professional staff costs of £147,349 (2024: £142,330) followed by ScotJOS of £20,660 (2024: £55,258). In 2024 SOA also incurred expenditure of £55,012 relating to WOC 24.

Reserves and Reserves Policy

At the end of 2025 the SOA's total reserves amounted to £269,820 (2024: £251,918), of which £103,999 (2024: £95,321) was held in restricted reserves (those funds that must be used for a specified purpose) and £165,821 (2024: £156,597) in unrestricted reserves, which may be used for any purpose in support of the SOA's objectives.

Finance Report....

The largest restricted funds relate to sportscotland £62,331 (2024: £53,764) and ScotJOS £38,596 (2024: £37,421). The level of reserves in sportscotland restricted funds is primarily a matter of timing as sportscotland operate on an April - March financial year, meaning a quarter of the annual grant (c£30,000) is held in SOA reserves at our year end to cover expenditure in the following January - March.

SOA has a formal reserves policy in place. The policy defines Available Reserves as unrestricted reserves less stock and fixed assets, and the Available reserves on this basis were £160,154 at 31 December 2025.

Available reserves are required by the SOA to allow for unforeseen matters. In particular, a significant amount of SOA income is received in grants from sportscotland, the receipt of which is outwith our direct control. Further the second largest source of income is grants from the S6D Co which are reliant on successful bi-annual events taking place. Available reserves are required to ensure we have time to take appropriate action in the event of these income streams reducing or being withdrawn. Such actions are likely to be a reduction in staffing levels and related operations costs.

We would expect to receive appropriate notice if income from sportscotland or the S6D Co was not to be received. However, in particular in relation to sportscotland, this cannot be guaranteed and therefore we consider our policy should be set assuming minimal notice is received. A policy of holding a level of reserves to cover a number of months operating costs (an Operations Reserve) is considered appropriate as this would allow us to pay staff and have in place appropriate facilities during a period of business reduction. We consider a 6 month period of operating costs to be appropriate, taking into account time needed for decision making and related actions. Operating costs in this context are defined in the policy as committed staff costs plus budgeted costs for

Finance Report.....

running the SOA. Currently the Operations Reserve is set at £90,000.

In addition we consider that funds could be required in relation to unbudgeted essential investment, for example in relation to cyber security (an Asset Replacement Reserve). Currently the Asset Replacement Reserve is set at £5,000, giving a total financial reserve of £95,000.

The headroom over financial reserves required is increased from c£56,000 in the prior year as a result of the 2025 surplus on unrestricted reserves, albeit lower than the c£75,000 reported in the 2023 accounts prior to the impact of WOC 24. The headroom will provide flexibility and contingency over the 2025 to 2029 plan period, and allow SOA to budget for small deficits.

	Balance at 31 December 2025
Total Company reserves per the financial statements	£269,820
Less: restricted reserves	(£103,999)
Unrestricted reserves	£165,821
Less: Fixed assets and stock per the financial statements	(£5,667)
Available reserves per SOA policy	£160,154
Financial reserve required per SOA policy	£95,000
Headroom of available reserves at 31 December 2025	£65,154

Finance Report.....

The reserves discussed above are for the SOA Company. In addition the S6D Co retains reserves to allow the organisation of the 6 Day event. The reserves threshold is currently set at £100,000.

Proposals for 2027 membership fees and levy rates

As set out in the Proposals section of this AGM, we are proposing:

- No change to senior membership fees for 2027, keeping them at £12 for adults.
- No change to junior and student membership fees for 2027, keeping them at £2.
- No change to the event levy rate for 2027, keeping this at £1.25 for adults and £0.50 for juniors. This continues to apply to regional events and above, and events where the entry fee for (BOF member) seniors is >£10

SOA membership fees and levies are an important contributor to unrestricted funds, together with income from the Scottish 6 Days. Unrestricted funds support the staff costs of the COO, the Event Manager role (which supports the coordination of major events including the Scottish 6 Days), and the Administration Assistant; together with insurance, governance, communication and event non-staff costs. These roles are critical to supporting governance, safeguarding and event coordination in Scotland. Rigorous governance and safeguarding procedures are a requirement for sportscotland funding of our development and coaching staff, and for the reputation of the sport in Scotland.

At last year's AGM we noted that we were likely to propose an increase to membership fees at this AGM. However, as a result of additional funding received from sportscotland of c£19,000 towards core costs, which helps to support the staff costs of the COO and Administration Assistant, we are now not proposing an increase to membership fees at this time.

Appendix 3: Scottish Orienteering 6 Day Event Co Report

Richard Oxlade, Chair of Scottish 6 Days

Royal Deeside 2025 was the 25th 6-Days, which is a remarkable achievement for the sport. The event was very successful with wonderful settings and classic highland terrain. The event attracted ca. 2500 competitors each day and made a small surplus. £10,000 was distributed to the clubs based on their contributions to the event.

Preparations are now well underway for the next -days event in Perthshire from 1st to 6th August 2027. The East Area clubs have taken responsibility for organising the event with Graham McIntyre (INT) taking on the role of Event Coordinator, supported by David Steel (Assistant Coordinator).

Locations for 2029 are still being investigated. As Dave Kershaw announced last year we hoped to go back to South West Scotland in 2029. This would have been the first time since 1991. Although still “work in progress” it is safe to say that getting permissions for the best areas has proved very difficult, a trend which has been evident for many years.

The 6 Days Board has had some changes post WOC and after 10 years as Chair, and even longer on the Board Dave Kershaw decided to step down. I would like to thank him for his outstanding contribution which included leading the board through the ups and downs of Covid and WOC 2024.



Photo Credit: Nic Crossley

Appendix 5: Proposals

In terms of the reasoning outlined in the Finance Report continued in Appendix 3:-

1. Proposal that there be no change to current membership fees of £26 for Families, £12 for Seniors, £2 for Young Adults and Juniors for 2027
2. Proposal that there be no change to the current event levy rate of £1.25 for adults and £0.50 for Juniors for 2027

Appendix 6: Appointment of Independent Examiners

- Proposal from the SOA Board to reappoint Johnston Smillie Ltd as the Independent Examiners for the year ended 31st December 2026.

Appendix 7: Nominations for Director

List of applications for consideration:

- Secretary - Still seeking nomination
- Events Director - Still seeking nomination
- Equality, Welfare and Diversity Director - Ken McDonald INVOC standing again after 3 year term
- Safety Director - Tim O'Donoghue retiring after 2 x 3 year terms- Still seeking nomination

Applicants Support Information:-

- **Ken McDonald INVOC**

- I still class myself as a relative newcomer to orienteering having been introduced to the sport by my son who is a member of the Scottish Junior Orienteering Squad.
- For the last 3 years I have acted as the Equality, Welfare and Diversity Director on the Board of the SOA and act as child welfare officer for my club.
- As an NHS hospital consultant experienced in leadership roles, I understand that effective delivery on issues relating to welfare, inclusivity and safeguarding are essential for the continuing success of Scottish Orienteering and hope to continue to support SOA developments in these areas.



Appendix 7: Nominations for Director

We welcome any expressions of interest for the positions of Secretary, Events, Safety and Welfare but we are open to a reconsideration of the roles required for the Board and so if you are interested please get in touch. Applications are open until the 13th September. Interested parties are invited to submit a note of interest or send in an application which outlines their suitability for the position by email to nikki@scottish-orienteering.org