

**DRAFT**  
**ANNUAL GENERAL MEETING**  
**OF THE**  
**SCOTTISH ARCHERY ASSOCIATION**  
**HELD ON**  
**SATURDAY, 22 NOVEMBER 2025**  
**BY ZOOM**

John Nicholson, Chair  
 Lyndsay Noon, Chief Executive Officer  
 Alex Cameron, Director of Compliance  
 Kenneth Ramsay, Finance Director  
 Ainsley Ward, Director of Connections  
 James Ross, Director of Systems  
 Angela Hunter, Director of Safeguarding  
 Tammi Gaw, Director of People  
 Lindsay-Anne Kendal, Company Secretary  
 Carin Bergdahl, Lethen Archers  
 Nessa Dunsmore, Falkirk Co of Archers  
 Adelle Fleming, Lasswade Archery Club  
 Gareth Fleming, Lasswade Archery Club  
 Judith Forbes, Bannockburn Bowmen  
 Simon Garforth, Perth Archery Club  
 Debbie Geddes, Lethen Archers  
 Andrew Graham, Monklands Archers Club  
 Sandie Graham, Falkirk Co of Archers  
 Lance Hawker, Penicuik Archers  
 Gillian Imrie, Penicuik Archers  
 Rebecca Leigh, Aberdeen City Archers

Michael Mather, Glasgow Archers  
 Joshua Mitchell, Lethen Archers  
 Craig Paterson, Prestwick St Cuthberts AC  
 Phyllis Pettett, Falkirk Co of Archers  
 Simon Reeves, Balbardie Archers  
 Kirsty Robb  
 Alison Ross, East Kilbride Archery Club  
 Erik Rowbotham, Edinburgh Uni Alumni  
 Alastair Shields, Prestwick St Cuthberts AC  
 Joan Smith, Lasswade Archery Club  
 Paul Stewart, East Kilbride Archery Club  
 Eric Taylor, Milnes High Archery Club  
 Moira Taylor, Falkirk Co of Archers  
 Bernie Van Der Heijdt, Lethen Archers  
 Simon Wakefield, Milnes High Archery Club  
 Alastair Marks, Interim CEO ArcheryGB  
 Robert Clark, Comm and Workforce Officer  
 Jacqui Dunlop, Safeguarding and Op Manager  
 Lorna Callan, sportscotland

**1. CONFIRMATION OF MEETING BEING QUORATE**

The Chair welcomed everyone to the meeting. It was confirmed that there were enough votes and people present to allow the meeting to commence with quorum being met with 142 votes submitted and there being more than 20 people present.

**2. APOLOGIES**

Apologies were intimated on behalf of

Allan Winter, Perth Archery Club  
 Caroline Buchanan, Bannockburn Bowmen  
 Mark Briegal, ArcheryGB

**3. WELCOME BY THE CHAIR**

The Chair welcomed everyone to the meeting and expressed thanks to Alastair Marks, ArcheryGB Interim-CEO and Lorna Callan, Partnership Manager, sportscotland for also attending the AGM.

The Chair noted that 2025 was an important year with a full complement of Directors on the Board, a good mix of archers and non-archers giving independent oversight. The Sub-Groups

are operating well with many volunteers involved. There is a great staff team led by Lyndsay Noon, who are there to encourage and support the sport across the nation. There is a good overview of what work the staff have been doing in the Annual Report.

The Chair explained that it is likely that Archery will be included in the Commonwealth Games in 2030 and for potential competitors it will be important to get their game up to a level which is competitive on the international stage and Scottish Archery will be looking for sportscotland to support a team for the Games and qualification scores for selection are likely to be high.

The Chair noted that all resolutions and Directors' vacancies have been passed by a substantial majority which shows that the membership are engaged.

Two Directors are standing down from the Board at the AGM. Gary Grieve who has put in an enormous amount of work over a number of years and supported the organisation when it was short of volunteers, stepping in to chair the AGM in 2023. Thanks were expressed to Gary Grieve for his contribution to the Board.

Rebecca Leigh is also standing down; she was co-opted last year as the Director responsible for Equality and is standing down due to a lack of time to give to the role. The Board are sorry that Rebecca is standing down. Although it is unfortunate the board is losing a female member, female representation will be maintained. Thanks were expressed to Rebecca Leigh for her contribution over the year.

#### 4. APPROVAL OF 2024 AGM MINUTES

It was proposed by Andrew Graham and seconded by John Nicholson that the Minutes of the 2025 AGM were a true record and the minutes were duly adopted.

#### 5. MATTERS ARISING FROM MINUTES OF 2024 AGM

There were no matters arising from the 2024 AGM minutes.

#### 6. APPROVAL OF ANNUAL ACCOUNTS TO 31 MARCH 2025

The Annual Accounts for the year to 31 March 2025 had been circulated. Thanks were expressed to Karen Henderson and BK Plus for the preparation of the Accounts.

- a) Overview of the Accounts – Kenneth Ramsay reported that following on from the first surplus in a few years last year, (£4388), we continue to see growth with the income and expenditure showing a pretax surplus this year of £20,478.

Income has increased from £189k to £214k. It is pertinent to note at this stage that Archery GB has stopped the funding stream (£23,000) at the end of March 2025, which will impact on accounts for the next financial year. Whilst we understand Archery GB have had significant financial issues, we are working with Archery GB to reinstate the funding to Scottish Archery to support the administration of the sport in Scotland. The increase in surplus for the 2024/25 accounts is down to a slight underspend from Sportscotland (£4000). Sportscotland have allowed us to keep this funding to cover staff costs that will be impacted by Archery GB funding ceasing.

There was also a carry forward of £3000 from the Royal Company of Archers funding which covers the Archery Leaders courses we delivered for third sector and schools (received for free at point of usage, but costed into our budgets). Our Community Development Officer also brought in an unbudgeted income of £1500 in Soft Archery Leaders courses. Again, this funding will be used to cover the deficit from Archery GB for staff costs.

There was a carry forward in sponsorship for the U21 programme which will be used this year of around £800. We also had an increase in membership funds this year and sponsorship income has gone up slightly. Expenditure has been very closely monitored again this year to ensure there are no unnecessary spends while funding is likely to reduce over the forthcoming years. A portion of the underspend will be used to bolster reserves and potentially give a bit extra in reserves to support a performance-based programme, and the plan will be to offer a club development support fund.

The funding landscape over the next four years is that Sportscotland have confirmed another four-year investment. Archery GB funds cannot be guaranteed. We are working hard as a team to review how we can ensure financial stability in the current financial climate. With the Commonwealth Games potentially being hosted in India in 2030 we will be working hard to access funding to support a performance programme and extending our reach with commercial partners too.

Expenditure has increased this year largely due to the changes in format for events and competitions, but this has been balanced by a small increase in income

Moving on the balance sheet reserves have increased to £64,530. This equates to 6 months of wages costs which exceeds the reserves limit that the board works towards of 3 months. Whilst it is positive there is a surplus, as mentioned above, the board will agree on how additional surplus will be used.

Debtors this year includes £3085 of trade debtors which is mainly one month of support from AGB. Payment of the debtors were made within the expected payments terms.

From a cash perspective Scottish Archery were £19k better off due to monies received in advance from Royal Company of Archers (for 2025/26), monies from sportscotland for coaching, and contributions towards the Indoors in March (with payments being made for costs in April).

Creditors are down by £2k. The other main creditor is the removal of subs due to the difference between the membership year and the accounting year. Overall all of the balances showing as creditors at 31 March 24 have been cleared and all creditors are paid within their credit terms.

The small corporation tax charge is tax that is due on the interest generated from the cash holdings and not on membership monies.

Kenneth Ramsay noted his thanks to Jacqui for work in preparing the accounting records for review and also to Karen Henderson at the Accountants for her support and advice over the last 6 years.

The Chair summarised that affiliation income is £31,000 and Scottish Archery are carrying forward an additional surplus of £20,000 into this year's operating budget. For a number of reasons AGB funding hit a difficult period towards the middle of the year, and there has been a significant contribution from the Royal Company of Archers to provide a charitable contribution.

b) Adoption of Accounts - It was proposed by Alex Cameron and seconded by Rebecca Leigh that the Annual Accounts for the year to 31 March 2025 be adopted.

7. APPROVAL OF ACCOUNTS INSPECTORS FOR 2025-2026 (BK PLUS, ACCOUNTANTS OF DUNDEE)

It was proposed that BK Plus (formerly Four-M) be appointed as Account Inspectors for 2025-2026. There were 134 votes in favour of the motion and 7 votes against. BK Plus Accountants were duly appointed as Account Inspectors for 2025-2026. Thanks were expressed to BK Plus for their support.

8. RESOLUTIONS

a) Ordinary Resolution 1 - Adding a non-shooting membership option This category would allow Scottish Archery to offer a membership package appropriate for Non shooting members, as classed as administrators of the sport by Archery GB. It would also allow Scottish Archery to process PVGs for non-shooting members to comply with safeguarding procedures.

This membership category would be covered by insurance, and members could access PVGs through Scottish Archery, receive monthly newsletters, and access FREE Child Protection and Wellbeing in Sport courses. The annual cost of this membership would be £5. This membership category would affiliate through Archery GB as a non-member membership.

**Ordinary Resolution 1- Accept the amendment to section 2.1.4 of the Byelaws to include a Non-Shooting membership:**

2.1.4 Non-Shooting Members “Any person who does not shoot and has paid the appropriate subscription fee shall be eligible to apply for admittance as a non-shooting member.”

There were 112 votes in favour of the Resolution and 30 against and the Resolution was duly APPROVED.

b) Ordinary Resolution 2 – Align to Archery GB Membership Categories Many member engagement sessions have been conducted over this past year to cover the topic of aligning with the Archery GB changes to membership categories. Aligning to the AGB membership structure would mean losing current discounted rates. The consensus amongst members is that there should be an alignment to the 3 membership categories to make the process easier for members and club administrators, despite losing discounted rates. The hardship fund will still be offered for anyone facing financial challenges.

Part of the member discussions included linking the two memberships systems (Just Go and Sport 80) for more efficiency. We have started to review this with AGB, and this is a work in progress.

*N.B. Because of a modification to this resolution, specifically part 2.1.3, during the voting period, it has subsequently been removed and an EGM will be called to vote on the resolution again.*

**Ordinary Resolution 2 - Agree the new categories of memberships as detailed in 2.1.1 - 2.1.3 of the Byelaws, and the associated change of wording in the Byelaws as detailed**

**below.**

2.1.1 “Senior ~~Direct~~ Member Senior (215 and over)” Any person who has paid the appropriate subscription fee and is aged 21 or over shall be eligible to apply for admittance as a ~~Direct~~ Senior Member of SAA;

2.1.2 “Archer with Disability” Any person of any age who has a disability and has paid the appropriate subscription fee shall be eligible to apply for admittance as an ~~Associate~~ an: “Archer with a Disability” Member of SAA;

2.1.3 “Junior Member” Any person who has paid the appropriate subscription fee and is under 21 shall be eligible to apply for admittance as a Junior Member of SAA.

**6.2 Club and Direct Members** All members (apart from junior and student members under the age of 16 years) of the above categories of clubs shall be considered individual members of the Company and have full voting rights.

There were 124 votes in favour of the resolution and 18 against and the resolution was duly APPROVED.

c) Ordinary Resolution 3 – Accept changes to membership fees for 2026/27

**Ordinary Resolution 3 – Accept the changes to the membership fees for 2026/27**

Senior Member: £33

Archer with a Disability: £14

Junior Member: £14

There were 113 votes in favour of the Resolution and 27 against and the Resolution was duly APPROVED.

d) Ordinary Resolution 4 – Adopt Personal Anniversary Affiliation Dates - As ArcheryGB made changes to the affiliation period to introduce personal anniversary dates, Scottish Archery propose to align for ease of administration for clubs and individual members.

**Ordinary Resolution 4 – Accept the changes to section 3.3 of the Byelaws**

3.3 Members can join throughout the affiliation year, and membership will last for one calendar year from the date of purchase. Renewal will be due on the anniversary of affiliation.

There were 117 votes in favour of the Resolution and 23 against and the Resolution was duly APPROVED.

e) Ordinary Resolution 5 – Change Wording in En Bloc Club Descriptions in Byelaws To allow more flexibility in the en bloc membership options, changes to 2.1.5 and 3.2 are proposed, changing ‘Uniformed Groups’ to ‘Organised Youth Groups’. Also the removal of voting rights information in 2.1.6 as this is included in the Articles of Association.

**Ordinary Resolution 5 – Accept the changes to section 2.1.5, 3.2 and 6.1.4 in the Byelaws**

2.1.5 “Junior/School/Organised Youth Groups” Any person under the age of 18 who is a registered member of a Scottish Archery affiliated Junior, School or Organised Youth Group shall be eligible to apply for admittance as a Junior Member of Scottish Archery.

3.2 Each “Junior/School/ Clubs/Organised Youth Groups” shall pay a single fee in respect of all of their members who are registered Members.

6.1.4 Junior/School/Organised Youth Groups” – Clubs within this category may affiliate to the SAA and shall pay a fee as determined by the Board and ratified at the AGM.

There were 133 votes in favour of the Resolution and 9 votes against and the Resolution was duly APPROVE.

f) Ordinary Resolution 6 – Change the wording in 4.1 of the Byelaws Ordinary Resolution 6 – Accept the change to the wording in section 4.1 of the byelaws to replace ‘all’ with ‘its’

4.1 The SAA shall use its all reasonable endeavours to hold annual Scottish indoor and outdoor championships.

There were 123 votes in favour of the Resolution and 14 against and the Resolution was duly APPROVED.

#### 9. DIRECTOR VACANCIES ON THE BOARD

a) Director of People – Tammi Gaw was proposed as Director of People. There were 127 votes in favour and 13 votes against. There being no other nominations Tammi Gaw was duly elected as Director of People.

b) Director of Finance – it was proposed that Kenneth Ramsay be appointed as Director of Finance. There were 130 votes in favour and 9 votes against. There being no other nominations Kenneth Ramsay was duly elected as Director of Finance.

c) Director of Equality, Diversity and Inclusion – Rebecca Leigh had withdrawn her nomination as Director of Equality, Diversity and Inclusion.

#### 10. QUESTIONS FROM THE MEMBERSHIP

a) Commonwealth Games Selection – Erik Rowbotham asked if the Board could assure members that the independent report and recommendations on the 2022 Commonwealth Championships selection will be reviewed and implemented?

Ainsley Ward confirmed that many of the recommendations have already been implemented into the Home Nations selection process and Scottish Archery will ensure alignment in full before the Commonwealth Games selection criteria is published.

b) AGB Funding – Erik Rowbotham asked why AGB removed their funding? Alastair Marks confirmed that AGB are currently running a reserve deficit so the decision was due to affordability and he is working with Lyndsay Noon to see how this can be mitigated but there is not a specific solution as yet.

- c) Funding – Simon Wakefield asked if the funding for sportscotland is given for the sport of archery as per the Articles of Association? Simon Wakefield stated the sport of archery in the Articles of Association excludes soft archery. Ainsley Ward explained that sportscotland funding is allocated to specific funding requests and used specifically for those purposes as detailed in the published strategy and accounts.
- d) Voting – Erik Rowbotham noted that it would be good to look into increasing the number of members that vote at the AGM. James Ross confirmed that this is something that is being looked at.
- e) Archery GB Transgender Archers Participation Guidance Policy – Could Scottish Archery provide an update on how and when they will be responding to AGB's new trans-exclusionary policy on transgender athletes? How will Scottish Archery ensure the continued participation of transgender athletes in competitive archery?

After the release of the Archery GB Transgender Archers Participation Guidance Policy in August, we started reviewing the contents to create a tailored version as we felt the first AGB version was not adequate. We offered a consultation session for members of the trans community.

Archery GB has since published an updated version entitled 'Guidance for the Participation of Transgender Archers Policy', available on the Scottish Archery website. This policy provides more detail in the application. The Scottish Archery board has agreed to adopt this policy while also continuing to work on a Scottish Archery version that includes more detailed guidance for clubs and some adaptations that may be necessary.

- f) Competitions - At competitions there is consideration given to under 21s could the same consideration not be given to the over 65s as you will appreciate that someone at 50 has better stamina, eyesight and muscle tone, all of these depreciate with age. I understand that it is to bring youngsters to the sport, but many do not stay they find other interests, whereas the older generation have the time, finance and interest to carry on competing.

At present World Archery only provides dispensation for 50+ as a competitive category, meaning that any categories that we created beyond that would not be able to claim records or ranking points at a Scotland level.

- g) Insurance - On the finance document it shows Insurances (not premises), what are the Insurances and in what are their start dates.

The insurance cover is for equipment and assets only. It is an annual policy.

- h) En-Bloc Fees - There is no motion to approve en bloc fees for uni/school clubs. Therefore will all university students and members of school/uniformed groups who pay en bloc to AGB be joining as a junior /or senior from 1 October 26?

There is no change to the junior and student en bloc fees, therefore no motion is required. Junior and Student en bloc affiliation will still be available and will exist in their current form and fee structure.

- i) Resolutions – Eric Taylor noted that for the non-shooting membership category the description had been changed and this change was not notified to members, this also applies

to the changes to the U22 category. Alex Cameron noted that this point will be taken away for clarification and a response will be issued to the membership. (*Action Alex Cameron*)

- j) JustGo – Sandie Graham asked if there was any way to improve JustGo? Lyndsay Noon explained that Scottish Archery are continually working to improve the system and are also working with ArcheryGB to make the process between the two organisations more efficient. If there are any things which members would like to highlight regarding JustGo please contact Lyndsay Noon.
- k) Non-Shooting Membership – Eric Taylor said that he had confirmation from AGB that signing up to them as a volunteer does not make you a member and according to the Scottish Archery articles you must be a member of AGB to become a member of Scottish Archery. Lyndsay Noon confirmed that ArcheryGB were satisfied that there is a category of registration that does obtain insurance and would align to the new Scottish Archery non-shooting membership category. Alex Cameron stated Scottish Archery will continue to liaise with Archery GB on matters of membership and article of association alignment.

There being no other business the Chair closed the meeting at 11.01 and thanks were expressed to the Chair.