

Board of Management meeting minutes

1st July 2020 - online

Version: 1

Adopted on: pending ...

Last reviewed on: pending...

Next review date: N/A

Attendee	Role	Attendance
Iain McKinven (IM)	Chair	Dial-in
Stevie Neilson (SN)	Chief Operations Officer	Dial-in
Melissa Hutcheon (MH)	Director - Comms	Dial-in
Euan Hunter (EH)	Director - Commercial	Dial-in
Hannah Keenan (HK)	Director	Dial-in
Scott McKean (SM)	Director - Finance	Dial-in
Jim Rankin (JR)	Director - Competitions	Apologies
Barry Cook (BC)	sportscotland Partnership Manager	Apologies
Marcin Zdrojewski (MZ)	SSA support (minutes)	Dial-in

1. Welcome and introductions

IM welcomed everyone to the meeting and notified that no new conflict of interests were declared.

2. Apologies

Apologies were received from JR and BC.

3. Minutes of previous meetings (taken as read)

- Minutes of the meeting held on 27th May 2020 were approved by the Board

3.1. Actions

The Board reviewed and discussed the status of actions agreed during previous meetings.

4. Operational Overview (incl POAP)

SN highlighted that he has written back to all applicants for the Ops Manager position, thanking them for submitting their applications. A total of 24 applications from various European countries were received, representing a broad mix of skill-sets and gender - good quality candidates over all. SN is expecting to start this new position around August-Sept, following 2 rounds of interviews.

There's a hope that handball leagues will restart around January 2021. Current big issue is the uncertainty around the situation and how to advise on the next steps.

During the discussion around engaging with schools, SM reflected that while he is glad SHA works with many schools and children via Active Schools Coordinators, it is also important to engage with the teaching community in order to understand what can be done to make their task easier, and how to facilitate coaching the kids.

IM agreed it would be helpful to ask teachers for their feedback/advice around what would make a difference. The goal ambition is to get handball in every primary school Local Authority in Scotland, aiming to have a Handball Champion in each Active Schools area.

☒ SN to identify an appropriate snippet from the IHF children's coaching material [20200701.02]

☒ SM to get in touch with his teacher contact to invite him/her along to future BoM meeting [20200701.03]

5. Current Financial Position

SM reflected that by the end of May (end of SHA financial year) reserves closed at c£40k, explaining that this figure is favourable, largely because of postponement in recruiting Ops Mgr.

☒ (by the next BoM meeting, prior to presentation at the AGM in Sept) SM & SN to prepare and present the accounts for the Board approval [20200701.04]

6. Feedback from club contacts

All agreed that feedback from individual clubs has been patchy at best. Some clubs have responded to requests for individual meetings, others have been more challenging to engage.

IM concluded that this upholds the previous feeling that comms with clubs require more work. Various aspects, including different dynamics across clubs, requires finding different ways to connect best with each of them.

MH stressed that a number of clubs might face challenges with resourcing/social media skills, which makes external comms even harder. Perhaps this might present an opportunity for SHA to offer education/training on this front (especially with recruitment of the new Ops Mgr) could help open up comms channels with the clubs.

☒ (by 9th July) The Board to reach out again to missing clubs re. comms and report back to MH [20200701.05]

☒ MH to pull up together a report on clubs' comms [20200701.06]

☒ HK to organise a chat group between her, SN and Maya (Edinburgh HC) [20200701.07]

☒ The Board to consider MH report on club's comms and any other developments and pick up a broader conversation ahead of the AGM [20200701.08]

7. W&G update/SMART plan

HK highlighted considerable interest in the referee programme from the female handball players. Currently also looking at whether amending age groups might help with growing the women/girls teams.



MH has had a chat with SN around how activities on the women's level can be continued and emphasised focusing on primary and secondary schools in order to build engagement at that young age. MH noted that she'd be happy to get HK connected with the SSS Development Manager and would be keen to hop on the call to facilitate the conversations.

SN agreed and observed that the primary schools are on the right track, however further discussions need to be undertaken around how secondary schools should be approached to create required structures. The engagement on uni level is going fairly well, chiefly due to the existing structures and requirements put on the clubs.

SN keen to make more use of budget to incentivise driving more women into handball.

MH reflected that it might be worth asking SSS about the Scottish Students games in May.

8. AOB

SN mentioned an open invitation to go on a study trip to Portugal - which have made great strides in Handball in recent years - and he is keen to make use of this opportunity to learn more about their success. Potential low cost option to learn from another small, non traditional Handball country, when it is safe to travel again.

9. Date next meeting

Next meeting was agreed to be held on 26th of August 2020.

10. Close of meeting

IM thanked everyone and closed the meeting.



Actions Summary

- ☐ SN to identify an appropriate snippet from the IHF children's coaching material [20200701.02]
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- ☐ (by the next BoM meeting, prior to presentation at the AGM in Sept) SM & SN to prepare and present the accounts for the Board approval [20200701.04]
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Decisions Summary

- ☐ Minutes of the meeting held on 27th May 2020 were approved by the Board