

Scottish Rowing
AGM – 5th of October 2025
 Zoom – 1.30pm

Welcome

Mike Martin (MM) welcomed everyone to the meeting and introduced Iain Munro (IM), who was co-opted by the Board as Director (Performance) in May 2025.

1

Accreditation

- 18 Clubs represented at the meeting/27 individual votes
- 4 Proxy votes from 2 clubs received.

Club	Name	Name
Aberdeen Boat Club	Charlotte Delcros	Liza Van Den Berg
Aberdeen Schools Rowing Association	Alan Lawrie	
Aberdeen University Boat Club	Heather Monaghan	
Castle Semple Rowing Club	Keith Robertson	
Clyde Amateur Rowing Club		
Clydesdale Amateur Rowing Club	Graham Gibb	
Dundee University Boat Club	Caroline Crabb	Ewan Cattermole
Edinburgh University Boat Club	Murray Bone	Benjamin Nussey
George Heriots School RC		
George Watson's College Rowing Club		
Glasgow Rowing Club		
Glasgow Scullers Rowing Club	David Orr	Mahyar Nicckho-Amiry
Glasgow University Boat Club		
Heart of Scotland Boat Club		
Heriot Watt University Boat Club	Amy Henderson	
Inverness Rowing Club	Tim Latham	Gary Hunt
Loch Lomond Rowing Club	Martin Claxton	
Nithsdale Amateur Rowing Club	Alison Dunse	Kirsteen Kellock
Robert Gordon University Boat Club	Ellis Flett	
St Andrew Boat Club	Lindsay Flockhart	Sarah Whitley
Stirling Rowing Club	Samantha Sellars	David Sannachan
Stirling University Boat Club		
Strathclyde Park Rowing Club	Thomas McGrory	Claire Dickson
Strathclyde University Boat Club		

	Tay Rowing Club		
	The Glasgow Academy	Kevin Plank	
	University of St Andrews Boat Club		
	University Rowing Aberdeen	Lauren Tribbeck	
	BOARD		
	Board	Mike Martin	Alastair Clarkson
	Board	Laura Graham	Jonny Logan
	Board	Sophie McCall	Robert Gordon
	Board	Ian Munro	Fiona Rennie
	STAFF		
	Lee Boucher – Scottish Rowing CEO	Gillian Stewart – Interim Pathway Development Lead	Carol Ann Ellis – SR Administrator & Minute Taker
	OBSERVERS		
	Dominic McGrory – Strathclyde Park RC	Craig Twaddle – Glasgow RC	George Parsonage – SR Award Nomination
	Alistair Neill – Strathclyde Park RC	Nicola Brooks – Aberdeen BC	Brian Bain – Aberdeen BC
	Graham Dunse – Nithsdale ARC/Heart of Scotland BC	Gary Bain – Aberdeen BC	Katie Robertson – Edinburgh University BC
2	<u>Notice of Meeting</u>		
	It was agreed by Members represented that the Notice of Meeting was in order.		
3	<u>Apologies</u>		
	Apologies were received from:		
	<ul style="list-style-type: none"> Charlotte MacBeath – sportscotland Partnership Manager Ken McCracken – JRD Partnership Rhona Toft – The Glasgow Academy 		
4	<u>Approval of Previous Minutes (Appendix 1)</u>		
	Papers previously circulated.		
	Minutes approved.		
5	<u>Matters Arising from Previous Minutes</u>		
	No matters arising.		
6	<u>President's Report</u>		

MM referred to his President's Report within the Annual Review, which was previously circulated to the membership, and highlighted the following areas:

- The redevelopment of the Watersports Centre at Strathclyde Park is due to start imminently and Scottish Rowing (SR) are keen to work with North Lanarkshire Council to ensure that rowing can continue to have a place at the park.
- SR has gone through a restructure over the past year with Lee Boucher (LB) taking over as CEO and a new Board in place to work together to take forward the new strategy.
- An extension to the four-year cycle of funding from **sportscotland** has been secured which will allow them to develop a new strategy, and the Board is currently progressing this work. MM expressed thanks to the clubs that participated in the club consultations and to LB and Laura Graham (LG) who coordinated much of the work behind each consultation. The feedback received will help form a new proposal to present to **sportscotland** to secure a three-year cycle of funding to begin in April 2026.
- Adam Martin (AM) will join the staff team in October 2025 as the new Head of Development and Coaching. Gillian Stewart (GS) has taken on a new role as Head of Operations. Both roles will help deliver and support clubs and individuals across the sport.
- Strong Scottish representation at the Beach Sprint events, World Championships and the European Championships. MM wished the best of luck to the Scotland Rowing Team attending the Commonwealth Beach Sprint Championships.
- The University of St Andrews Boat Club is now recognised as a GB Beach Sprint performance centre, the first in Scotland.
- Rowing in Scotland has been strongly represented at major nationwide and international events, demonstrating the value of the commitment and development within the sport and the opportunities that rowing in Scotland continues to create.
- MM thanked the volunteers within the member clubs for their dedication and commitment to the sport.
- Storm damage to the East Boathouse has left Glasgow Scullers Rowing Club, The Glasgow Academy and Glasgow University Boat Club without facilities however LB has been working with Glasgow City Council on plans to resolve. Thanks were expressed to Castle Semple Rowing Club for allowing Glasgow University Boat Club to use their facilities to allow them to continue rowing during this time.
- The Edinburgh University Boat Club boathouse at Strathclyde Park is now complete and MM encouraged members to visit the new facility.

MM acknowledged the sad passing of Margaret MacRitchie, wife of Jim MacRitchie and well known to the rowing community. The meeting held a moment of silence to reflect on those lost over the past year.

7. Chief Executive Officer's Report

LB referred to his CEO Report within the Annual Review, which was previously circulated to the membership, and presented slides to the meeting highlighting the following areas:

- Although it has been a challenging year, it has also been marked by significant achievements.
- Despite economic and operational pressures, SR has made substantial progress. LB expressed gratitude to all who have contributed, emphasising that these successes reflect a collective effort across the membership and organisation.
- LB expressed thanks to the SR staff team, who have gone above and beyond to ensure opportunities for members to enjoy and thrive in rowing. LB also acknowledged the Board's ongoing support, highlighting that their strong position provides reassurance both to the leadership team and to the wider membership.
- LB reported that a small number of complex safeguarding cases have incurred significant resource however these matters are being managed with care and diligence and continue to progress. To strengthen safeguarding within the organisation, a Safe Sport Case Officer has recently been appointed for an initial six-month period, with the impact of the role to be reviewed thereafter. This appointment will enable live cases to be handled effectively and provide enhanced support to clubs on wellbeing and protection issues.
- LB advised that an independent wellbeing and protection review will shortly be announced to the membership. Led by an external safeguarding expert, this comprehensive review will examine all processes and procedures. It will be conducted in a supportive and collaborative manner with clubs, ensuring that SR maintains safe sport standards and that all participants can take part in rowing with confidence.
- LB confirmed that SR continues to meet the standards expected under the Child Wellbeing and Protection in Sport framework, and expressed thanks to all clubs for their commitment in working towards these standards.
- Membership growth over the past year has been particularly pleasing, with a 25% increase (approximately 358 new members). Growth has been seen across juniors, seniors, and masters, with strong female representation of 55% of the total membership. The age profile shows 20% juniors, 34% 18–25 university age group, and an increasing proportion of masters, now making up 46% of the membership.
- LB highlighted outstanding achievements across the performance pathway, with Scottish athletes excelling at all levels of GB representation.
- Scotland continues to lead the way in the Beach Sprint Olympic discipline with strong representation on the GB team at the World Beach Sprint Finals, the majority of whom were Scottish athletes. LB commended the Beach Sprints Pathway Coach, Iain Docwra (ID), and the team at St Andrews for providing a supportive environment for athletes, coaches and partners.
- A long-term partnership with British Rowing (BR) has been secured, ensuring investment into the performance pathway until March 2029, supporting both

coaching and performance programmes. BR has also confirmed St Andrews as the GB Olympic Beach Sprint training venue and performance academy—a rare and prestigious recognition for any sport in Scotland, reflecting the strength of local partnerships.

- Domestic and community achievements were also celebrated:
 - The British Junior Interregional Regatta team, in its second year, returned with two trophies, creating memorable experiences for young athletes from clubs across Scotland.
 - At the World Rowing Masters Regatta in Banyoles, Aberdeen Boat Club held the largest British entry, with the women's team achieving third place overall. LB praised the collaborative spirit across Scottish clubs in supporting each other to compete internationally.
 - The SR Championships saw record entries, including strong participation from clubs outside Scotland, enhancing competition across all age groups.
 - The Beach Sprint and Offshore Championships in Ayr were delivered successfully with excellent support from South Ayrshire Council and local partners. LB encouraged clubs to become involved in future events and thanked the organising team for their significant efforts. The event also attracted a strong contingent of visiting clubs from south of the border.
- LB reported that the organisation has made good progress over the past year. Following a recent restructure, the Senior Leadership Team confirmed two key appointments - AM will join at the end of October as Head of Development and Coaching, and GS will transition into the new role of Head of Operations. These appointments will provide greater stability and enable the team to build momentum as they move into 2026.
- LB highlighted the successful launch of the Young People's Panel (YPP), which held its first residential event at Largs. The panel also undertook a strategy consultation, and LB emphasised that the group will play an influential role in ensuring youth voices are represented in future decision-making.
- LB noted that all Sports Governing Bodies across the UK are now required to work towards the new Move to Inclusion framework for Equality, Diversity and Inclusion (EDI) and SR has already made encouraging progress in this area.
- LB acknowledged the challenging financial climate. While a deficit was posted at the end of the financial year, it was significantly better than budgeted. He assured members that both the Board and staff are committed to returning the organisation to break-even and this will be a key focus going forward.
- Looking ahead, LB reported that SR hosted club consultation events at nine venues across the country, attended by over 150 members. These sessions provided valuable opportunities for members to contribute to the development of the new strategic plan. Feedback demonstrated strong engagement, with calls for increased support and improved communication from SR. LB thanked the membership for contributing to this process.

LB presented a short three-minute video showcasing key achievements from the past year and expressed thanks to Cara O'Donnell (COD) for producing the video.

	<p>Following the presentation, Martin Claxton (MC) congratulated LB and all involved in the successes highlighted. MC queried whether the partnership with BR in support of the Beach Sprints at St Andrews was funded by UK Sport. LB clarified that the four-year investment from BR into SR is not specific to Beach Sprints but is directed more broadly towards the performance pathway, and this funding originates from UK Sport. He further advised that discussions are ongoing regarding the accreditation of St Andrews as an Olympic training venue, and how this status may translate into future investment. While the two matters are distinct, LB noted that there is some overlap between them.</p> <p>MC also referred to BR's recent announcement of a group being formed to review eligibility rules for junior rowers and crews, which could have significant implications for junior rowing in Scotland, and asked whether SR had been consulted. LB confirmed that BR had recently sought feedback, and that SR is clarifying the objectives of the review. He added that MM has been actively involved in these discussions and assured members that Scotland's voice will be represented.</p>
8.	<p><u>Proposal of Scottish Rowing Membership fees for year ending March 2027</u></p> <p>Proposal previously circulated.</p> <p>LB advised that the 2024–25 accounts show the organisation has posted another deficit. With costs continuing to rise, the Finance and Risk Committee (FRC) and Board reviewed the position and agreed to propose a 5% increase across membership fees.</p> <p>MC raised concerns that a 5% increase is significantly higher than current CPI rates and would represent a considerable burden for clubs and individuals. He questioned whether members were receiving sufficient value for money to justify the increase and suggested that alternative sources of funding, such as sportscotland, should be explored.</p> <p>In response, LB emphasised the considerable time, money, and effort invested in governing the sport to ensure members can participate in a safe and well-supported environment. He explained that the proposed increase represents a relatively small contribution from individuals but would have a meaningful collective impact in reducing the deficit. LB assured members that other opportunities to reduce the deficit are being explored with the majority of SR's income already coming from sportscotland, whose investment is generous relative to the size of the sport. He further advised that a membership and governance review will be undertaken and discussed later in the meeting (see item 12.2) to ensure that membership continues to represent best value.</p> <p>Alastair Clarkson (AC) commended LB and his team for reducing costs as far as possible while maintaining a viable organisation and rowing centre, and cautioned that further reductions would have a material adverse impact on operations. AC stressed the importance of identifying new opportunities across events, programmes, and sponsorship, and reiterated that running a deficit is not sustainable in the long term.</p> <p>MM invited the eligible members to vote on the proposed fees.</p> <p>Approved.</p>

9. Finance

9.1. Presentation of Accounts

9.1.1 Scottish Rowing Report of the Directors and Financial Statements for the year ended 31 March 2025 (Appendix 2)

AC advised that David Johnson (DJ), who provides SR with management accounting services under a service level agreement with Scottish Gymnastics, had pre-recorded a presentation of the accounts.

From a Board perspective, AC highlighted that while the deficit for the 2024–25 financial year was lower than budget, it remains unsustainable long term. The key challenge for the organisation is to identify new revenue-raising opportunities, and he invited members to contact LB or GS with any suggestions or ideas.

Key points from the recording were:

- Statutory accounts showed a deficit of £12k in 2024, rising to £31k in 2025.
- The lease of the rowing centre was assigned to SR at the beginning of the year and with this they are required to depreciate over 50 years from the original signing of the lease, and this depreciation is now included in the accounts with one year's depreciation posted in 2025. The construction of the building was funded by a **sportscotland** grant, which is also being depreciated over the same period, with no impact on the bottom line.
- A slide was presented showing the accounts, excluding depreciation of the rowing centre and grant, to illustrate the core operating position of the business.
- The SR team have performed well in reducing the deficit compared to budget however ongoing deficits are not sustainable, and difficult decisions will be required to secure the organisation's future.
- There was a small decrease in overall income of £9k between 2024 and 2025. The change in income distribution reflects the staff restructure following Amanda Cobb's departure:
 - Increase in performance-related income.
 - Decrease in coaching and development income.
 - Slight increase in governance and membership income.
- Governance and membership costs included:
 - £15k in consultancy fees.
 - £10k in safeguarding and legal fees.
 - £5k for DJ's services via Scottish Gymnastics.
 - Of these costs, £10k was covered by **sportscotland**, contributing to the income increase.
- A graph was presented showing the breakdown of 2025 income and expenditure, which broadly aligned.

Several questions were raised following the presentation of the accounts:

Mahyar Nicckho-Amiry queried whether, given the level of public interest and reliance on external funding, SR should voluntarily adopt a statutory audit for transparency. AC advised that, due to the scale and nature of operations, a full audit is not justified in

	<p>terms of cost. He confirmed his view that the information provided already offers sufficient transparency across the organisation.</p> <p>Mahyar Nicckho-Amiry also queried how the Board ensures adequate financial controls and segregation of duties given the small staff base. AC explained that clear responsibilities, delegated authority, and spending limits are in place. He noted that DJ, who also works with Scottish Gymnastics and Scottish Triathlon, has confirmed that SR's financial controls are consistent with best practice observed in other sports organisations.</p> <p>Keith Robertson (KR) (Castle Semple Rowing Club) queried whether it would be useful to show a breakdown of income and expenditure between Beach Sprints and traditional rowing, given the growth and competitiveness of Beach Sprints. LB advised that most Beach Sprint and performance pathway activity is funded through sportscotland programme funding rather than discretionary income. The exception would be national events, such as the Beach Sprint Championships in Ayr, where income and expenditure are recorded through the membership account. LB confirmed that more resources are being directed towards Beach Sprints, but this is supported by sportscotland funding as it is recognised as an Olympic pathway with an outcome in 2028. He noted that a breakdown could be considered in next year's accounts. MM reiterated that sportscotland funding is allocated in specific funding streams and cannot be reallocated between areas of the sport.</p> <p>MC raised the point that UK Sport funding provided to support junior rowers should be clearly distinguished from SR's day-to-day operations. AC confirmed that this is the case.</p> <p>9.2. Proposal of Accountant It is proposed that SR continue with JRD Partnership for the preparation of its accounts. JRD approved to continue as the SR accountant.</p>
10.	<p><u>Ratification of Board Member</u> <u>10.1. Ian Munro - Director (Performance)</u></p> <p>Ian Munro (IM) gave a brief statement advising the membership that he has enjoyed being involved with the sport by joining the Board and working with a team who are so committed to the sport. If he is ratified by the membership as Performance Director, he will continue to work hard for rowing in Scotland.</p> <p>IM was asked to temporarily leave the meeting while the membership voted.</p> <p>Approved.</p> <p>IM rejoined the meeting, at which point MM confirmed that the ratification of his continued appointment to the Board had been approved.</p>
11	<p>Scottish Rowing Awards 2024/25</p> <p>LB and GS presented the awards to the meeting, advising of the shortlist and the winners.</p> <p><u>Club of the Year</u> Shortlist – Aberdeen Boat Club, Inverness RC, St Andrew Boat Club Winner – Inverness Rowing Club</p>

	<p><u>Initiative of the Year</u> Shortlist – Aberdeen Boat Club World Rowing Masters Regatta Club Initiative, St Andrew Boat Club the Boatshed Team Winner - Aberdeen Boat Club</p> <p><u>Volunteer of the Year</u> Shortlist – Brian Bain, Ian “Chalky” White, Rachel Robertson Winner – Ian “Chalky” White</p> <p><u>Young Volunteer of the Year</u> Shortlist - Amy Henderson, Dominic McGrory, Gabrielle Topp Winner – Amy Henderson</p> <p><u>Club Coach of the Year</u> Shortlist - Gary Bain, Harvey Buchanan, Michel Dearsley Winner – Michel Dearsley</p> <p><u>Performance Coach of the Year</u> Shortlist - Dale Flockhart, Lewis McCue Winner – Lewis McCue</p> <p><u>Junior of the Year</u> Shortlist - Ezra Ferguson, Isobel Soyinka, Lottie Meakins and Ines De Kock Winner – Isobel Soyinka</p> <p><u>Senior of the Year</u> Shortlist - Izzy Clements, Laura McKenzie, Sophia Issberner Winner – Laura McKenzie</p> <p><u>Crew of the Year</u> Shortlist - George Heriot's School Rowing Club J16 Girls 4x, Tom Marshall and Hansine Mitchell CMix 2x, Edinburgh University Prince Albert Challenge Cup 4+ Winner - Edinburgh University Prince Albert Challenge Cup 4+</p> <p><u>Lifetime Achievement Award</u> Winner – George Parsonage, George Lawson and Sandy Walker</p> <p>LB and GS congratulated those who made the shortlist and the winners and thanked everyone who submitted nominations.</p>
12	<p><u>Other Competent Business</u></p> <p>12.1 Date of AGM 2026</p> <p>The provisional date of the next AGM is Sunday 4th October 2026.</p> <p>12.2 Membership and Governance Review</p>

LB outlined plans to undertake a comprehensive membership and governance review over the next year with the aim to ensure SR remains aligned with best practice, fit for purpose, and continues to deliver value to members. This initiative forms part of the strategy for modernisation, member engagement, and ensuring rowing across Scotland is inclusive and relevant.

The review will be guided by clear principles: evidence-based analysis and benchmarking against other sports and governing bodies. Member engagement will be central, with representation sought from across the rowing community. A working group will be established to lead the process, expected to run for approximately six months, and report progress to the Board. Members will be invited to join this group and Terms of Reference will be finalised, setting out the scope and operation of the working group.

Core governance documents, including the Articles of Association and Operating Practices, will be reviewed to ensure they remain modern and aligned with best practice. Recommendations arising from the review will be reported to the membership and any proposed changes will be brought to a General Meeting for member approval.

The governance review will run alongside the independent wellbeing and protection review, embedding these priorities across all aspects of the sport. Consideration will be given to closer alignment with BR, reflecting feedback from recent roadshows where members welcomed alignment provided that decision-making remains within SR, and this principle will be built into the review.

MM thanked all attendees for their contributions to the sport and expressed appreciation to the SR staff team for their input to the meeting.

MM also thanked the Board for their ongoing work, with recognition to LG for her role in helping to shape the strategy.