



**SCOTTISH KORFBALL ASSOCIATION**  
**NATIONAL EXECUTIVE COMMITTEE MEETING**  
SUNDAY 30<sup>TH</sup> NOVEMBER 2014 | 12:30  
BROUGHTON HIGH SCHOOL, 29 EAST FETTES AVENUE, EDINBURGH

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**Present**

Nigel Cooper (Secretary)  
Jean Fourie (Treasurer)  
Ian Volante (League Secretary)  
Nicol van Rijbroek (Funding Officer)

**Apologies**

Andrea Kinver (Internationals Officer)  
Bob Mckinlay (Development Officer)

**In attendance**

Michael Nicholson (Dundee)  
Chris Horsley (Edinburgh City)  
Elly Gaunt (Edinburgh City)  
Cathy Campbell (Edinburgh Mavericks)  
John Wright (Edinburgh Mavericks / British Korfball Association)  
Owen Shea (Edinburgh University)  
Thijs Lepelaar (Edinburgh University)  
Jemima Horsley-Downie (Edinburgh University / SKA Child Protection Officer)  
Louise Pirie (Glasgow)  
Calum Lindsay (Glasgow)

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**1. Opening**

The meeting was opened at 1235, and was quorate. With the position of Chairperson vacant, Nigel Cooper was elected to chair the meeting. In turn, Michael Nicholson was appointed to take minutes.

**2. Minutes of Previous Meetings**

The poor attendance of committee members at previous meetings was noted. The effect of this has been that several meetings have been short and, while minutes have been circulated, they have not been approved. It was further noted that action lists are not being followed.

The minutes of the previous three committee meetings were approved.

**3. Matters Arising**

**3.1. Resignation of Graham Robertson as Chairperson**

It was noted that Graham Robertson had previously threatened at committee meetings to resign his post unless there was significant change, and more effort put into the committee by other members. Graham's warning was not heeded, and he has resigned as chair. There is no obvious interim solution, although Graham has indicated a willingness to return if change is effected. This change specifically relates to the way in which development issues, issues affecting the national team, and administrative matters pertaining to the league are dealt with by the relevant Officers. In addition, a greater degree of cohesion between the committee in general would be required.

Nigel noted the immense effort that Graham had put into his role as Chairperson. The attendees generally agreed that they would like Graham to return to his post, with two individuals abstaining from comment. No other candidacies for the position of Chairperson were offered.

### **3.2. Proffered resignations of other officers**

The meeting was informed that both Andrea Kinver (Internationals Officer) and Bob Mckinlay (Development Officer) had intimated their willingness to step down from their roles.

Nigel opined that the committee could try to keep these individuals in post but, in all the circumstances, he felt that the SKA needed to move on. He further intimated a need to identify what the SKA's core activities are- the bare essentials that should be its focus if individuals could not be found to replace those Officers who were offering to stand down. It was generally agreed that the league was the main priority.

Before a decision was made on whether to accept the officers' resignations, the meeting considered the reports of the other Officers.

## **4. Officers' Reports**

### **4.1. Chairperson**

This post is currently vacant and therefore there was no report.

### **4.2. Secretary**

An previously-promised update on the referee training course held in September was issued. There were 12 attendees, of whom 11 sat the theory test. The range of scores was between 52 and 80, and all 11 full participants have therefore passed the theory qualification.

### **4.3. Treasurer**

Club subscriptions are now due, and the Treasurer will issue invoices imminently. The invoices will reflect club memberships on 1st November.

The issue of the Welsh Korfball Association's (WKA) payment for last year's Europa Cup qualifier was raised once again. The WKA believe that they have paid, although SKA records do not definitively show this. The records suggest that the SKA paid the full amount due, therefore there is the possibility that the hosts (Croydon) have been paid for the WKA's half twice- once by the WKA and once by the SKA. Jean was tasked with clarifying this and taking action as necessary.

### **4.4. League Secretary**

It was noted that everyone has adopted the new style of match forms.

Ian raised concerns over the proposed format for post-split "Super Sundays" featuring multiple matches in the same day. Specifically, there was a worry that the bottom tier might struggle to fit the number of matches required to be played into these events. The meeting



agreed that, in light of the more pressing issues facing the SKA at the moment, the idea for Super Sunday events should be shelved for this season, with post-split fixtures to operate in the same manner as pre-split games.

Ian asked whether he should arrange trophies for Divisions B and C, and was directed to do so.

Ian also raised the issue of the end-of-season party, looking to get this organised early than was done last season. The past successes of the party were noted, and the various options- such as food and a cèilidh, were discussed. It was agreed that the event should be held in Edinburgh, in conjunction with the SKA Cup, due to the potential for the large number of Edinburgh players to host individuals from other clubs overnight. It was noted that the party is normally organised by the Secretary, but it was agreed that the SKA should advertise for volunteers to help manage the event. Ian was directed to begin planning the cup itself.

#### **4.5. Internationals Officer**

The Internationals Officer was not present and therefore no formal report was presented.

However, the meeting noted the fine performance of the Scottish national team in finishing 11th at the recent European Championship- Scotland's finest ever performance. Nicol van Rijbroek noted the great support provided by the membership of the SKA, and the impact that this had on team morale. She further noted that the practice game held in Edinburgh before the tournament had been good publicity for the team within Scottish korfball.

The meeting acknowledged the role of Bob Mckinlay in developing the players in advance of the tournament, particularly his work on player fitness. In addition, the substantial role of the coach, Beth Bennet was noted- namely her fulfilment of both her own duties, and of broader administrative duties associated with getting the team to the championship successfully. Nigel informed the meeting that Beth has intimated a desire to take a squad to the Inter-Area competition in Bristol in February, and then take a break. Nigel noted his support for this, and his support for Beth to return to coaching the team later, should she so wish.

It was noted that Graham had been due to lead an inquiry into how the national team is administered. In light of his resignation, this now needs to be rethought. It was agreed that this was too large a question for this meeting, given the already broad agenda and small audience, and the issue was deferred for now.

Nigel noted that the external view of the squad does not always match up with the squad's own view of itself. While the internal squad morale has generally been positive, the administration around the squad has not been quite so smooth. A €1000 grant from the IKF currently appears unaccounted for, the deadline for player registration at the European Championship was missed (and the squad's entry therefore only processed thanks to leniency by the IKF), and the original application for the IKF grant was made after the deadline last year, consequently gazumping\* two applications that Nigel had made in good time as Development Officer. The need to keep the rest of Scottish korfball informed about how the national team is operating was stressed.



(\*with full approval from all involved, including Nigel)

The committee unanimously voted to accept the resignation Andrea Kinver as Internationals Officer. Jean Fourie was appointed to assume the role in addition to his current duties as Treasurer, with support from Nicol van Rijbroek (in addition to her current duties as Funding Officer).

#### **4.6 Funding Officer**

It was noted that a call for applications to the IKF's development grants fund has been issued, with a deadline of 20<sup>th</sup> December 2014. Nicol is happy to submit an application, provided direction is issued by the committee. A discussion followed in which various ideas for how funding could be utilised were discussed, including funding the national team at the Inter-Area competition, inviting an international standard referee to the Edinburgh International tournament to lead referee development activities, and funding the end of season cup. The committee agreed to continue these discussions by e-mail and to assist Nicol with completing the application.

#### **4.7. Publicity Officer**

The Publicity Officer was not present and therefore, in the interests of brevity, no formal report was issued\*\*.

It was noted that, during the European Championship, Scotland was commended by the IKF President (Jan Fransoo) for having the most active and entertaining social media presence of any of the participating nations. Will's efforts in this regard were praised, as was his work in the post generally.

(\*\* Will's pre-circulated summary is appended to these minutes)

#### **4.8. Development Officer**

The Development Officer was not present and therefore no formal report was issued.

Nigel noted that there has been no real grassroots development over the life of this committee, and that substantial organisation was required with specific focuses on refereeing, coaching, youth korfball and student korfball.

Louise Pirie raised the poor standard of refereeing as a particular concern, stating that it was ruining several games. She further noted that in a game where a linesman had been used, ostensibly to support a referee, the linesman had been of no higher standard than the referee and there was therefore no real effect. It was generally agreed that there needs to be a higher standard, with individuals refereeing games commensurate with their ability and experience.

Nigel noted that without this being fed back to referees directly there is no impetus for them to improve. He also noted that clubs have a responsibility to inform the SKA if they do not have a qualified referee available to officiate a particular game, to allow the SKA to appoint a referee for that match. Change must be driven by the clubs themselves.



Calum Lindsay noted that the standard of refereeing in the top games has markedly risen in the time that he has been playing, although the league split has meant that there is a growing gulf in refereeing talent between the top and bottom of the league.

Nigel volunteered to undertake the role of developing refereeing structures and procedures in addition to his duties as Secretary, but not in the guise of Development Officer. He noted that it is often not the referee that is the problem, but the attitudes of the players, and he would be looking to address this in tandem with the refereeing standards. He further noted that Gavin Legg had produced a refereeing framework in 2012 that has not been applied, and that Gavin, Graham Robertson, Clive Minshull and himself have previously offered referees mentoring and support, but very few people have availed themselves of this offer to date.

The meeting agreed that youth korfball is not a priority for the time being. Jemima Horsley-Downie indicated a willingness to remain as the Child Protection Officer for the next 18 months. Nicol noted the efforts of her partner, Kenny Harrow, to work with Active Schools in Ayrshire to bring korfball into primary schools there. However, it was suggested that funding cuts affecting Active Schools may impact upon any development there.

The committee unanimously voted to accept the resignation of Bob Mckinlay as Development Officer.

## **5. General Management of the Committee**

### **5.1. The goals of the committee**

Nigel asked whether the committee needs to put more effort into its work, or simply needs to narrow its focus. Elly Gaunt noted the astonishing growth of Scottish Korfball in the last few years, attributing this to Nigel's own work- much more is being done than was before. Nigel queried whether this was causing friction, and it was agreed that this was a concern, but that aspiration was a good thing. However, it was agreed that the SKA needs to take a longer-term approach to things, and be willing to step back from plans when they are not working. Progress may be limited by individuals' ability to focus on things year-by-year, but overall there can be long-term development.

It was agreed that there should be a shift in focus from youth korfball towards student korfball.

### **5.2. Vacant Chairperson position**

The committee voted to ask Graham to return to the role of Chairperson. Nigel was tasked with writing to him.

### **5.3. Proposal to create a new position of Welfare Officer**

This proposal was made by Elly Gaunt, who noted that while there are discipline policies in place, they involve ad hoc committees and are therefore largely passive. A Welfare Officer, as proposed, would be the point person within the SKA for dealing with matters of discipline and other welfare concerns, with a remit of preventing issues from arising in the first place. The role could allow the SKA to be more proactive in such matters.



Michael Nicholson noted that such a role might be better suited to not being an Officer's role on the Executive Committee, since the individual would need to have some degree of independence from the committee, and should also not be involved in making decisions at committee level that he or she may have to challenge in the position. In addition, it was noted that the SKA was struggling to fill existing roles, and creating a further position could have implications on the quorum for meetings.

It was agreed that the gist of Elly's proposal was very sensible and positive, and that a suitably-modified proposal would be put before the Annual General Meeting.

It was queried whether the SKA is recognised by SportScotland, since that recognition brings with it administrative requirements that would benefit the SKA. Nigel confirmed that we are not, as we fall short of the 500 members required. SportScotland would recognise us provisionally, but the impact of a provisional recognition would be limited. Nigel noted that where clubs are required by their local authority to be SportScotland-recognised to receive support, it may be sufficient to have received funding through Awards for All since SportScotland make the decisions on sporting matters for that fund. Dundee City Council has recently accepted this logic in recognising Dundee Korfball Club.

## **6. Scotland national team**

### **6.1. Potential disciplinary issue**

A potential disciplinary issue arising out of the championship was noted. In order to avoid prejudicing any formal action, there was no discussion of the specifics of the incident. Nigel was tasked with writing to Beth to determine what her position on pursuing action through official procedures is, and to inform her that such an application would be welcomed by the committee.

### **6.2. Inter-area competition**

Plans are already underway for a team to enter this competition, potentially with fresh trials for the national team occurring beforehand.

## **7. International Korfball Federation (IKF) issues**

### **7.1. IKF Meeting**

Gavin Legg represented the SKA at the recent IKF meeting at the European Championship. Among his report of the discussion was a note that the SKA may be required to host international events in future. The financial impact of this was considered. In particular, the fact that Portugal had made a loss on their hosting of the European Championship, due to national associations rejecting the hotel being offered at an inflated rate to cover costs, was proffered as a cautionary tale. However, the benefits of hosting a high-profile event in Scotland- in particular the positive impact this would have on Scottish players- were highlighted. It was tentatively agreed that, if there is sufficient funding from the IKF, the SKA should explore the idea of hosting. Jean was tasked with replying to the IKF on this matter before 31<sup>st</sup> December 2014.

### **7.2. International refereeing nominations**

The IKF have requested the names of three referees suitable for, or to suitable to be developed for, officiating at international events. These individuals should be under the age



of forty. The requirements of the position are currently unclear although it appears that the IKF would fund it entirely. Nigel agreed to write to the membership to ascertain interest in these positions.

### **7.3. IKF subscriptions**

It was noted that the latest instalment of subscriptions to the IKF was now overdue. Jean advised that this was because a separate invoice had not been issued, rather the IKF was relying on members remembering to pay from an invoice issued for the whole amount months ago. The SKA has the funds to pay immediately, and Jean was directed to do so.

### **7.4. Student request for information**

The SKA has received a request to provide information from students in the Netherlands investigating korfball recruitment in various countries. Nigel agreed to provide the information, in the form of the raw membership statistics. He also noted that this demonstrates that external bodies may be interested in our internal information in future, and we should be prepared for this.

## **8. British Korfball Association (BKA) issues**

### **8.1. Tutor / assessor course postponement / cancellation**

Nigel noted that he had received three responses to a request for individuals willing to train as coaching tutors or assessors, of whom only Michael Nicholson was still able and willing. Louise Pirie subsequently expressed an interest in attending the tutoring course. Nigel has also put himself forward as a potential assessor. There is funding available for this from the BKA, who had initially expected the training to be provided through SportStructures. Nigel has received authorisation to explore other providers. The funding must be used before the end of the financial year, or it will be lost.

Nigel noted that the whole rationale for going on these courses was being driven by the BKA, which in turn was being driven by the English Korfball Association (EKA). He queried whether we should be forced down this route- we have the right to the course materials under the terms of the BKA agreements, although John Wright noted that these have been delayed. While coaches not developed through this route would not be recognised by the EKA, this is of little relevance within Scotland.

The consensus was that the SKA should endeavour to receive its rightful share of funding from the BKA, but should not be bound by any other organisation's requirements for coaches. The SportScotland PDA scheme was noted as being sufficient for Scottish needs and may be explored as an option.

Nigel undertook to write to John Wright for formal BKA approval to direct the BKA funding towards alternative course providers in order to allow Scottish candidates to undertake the tutor and assessor training. However, this will not bind the SKA to following the BKA or EKA's proposed coaching structures.

### **8.2. Avon Tyrrell**

John Wright intimated that the BKA is exploring the possibility of transferring ownership of the Avon Tyrrell coach education course, and associated funds, to a private organising

committee. Scotland has a one-third share of access to funding to this, but currently only students avail themselves of it. The SKA's two university based clubs have both expressed concern that they would lose their subsidised coach education were the course to be privatised. John intimated that the privatisation was being driven by Phil Buttinger, who is looking to deliver it autonomously from the EKA. The committee voted to approve the privatisation, provided assurances are received that the course will continue to be subsidised to students.

## **9. AOCB**

### **9.1. Tournament dates**

Clubs are asked to give advance notice of their tournaments in order to allow for cross-publicity, for example in the programme for the Edinburgh International. The following tournament dates have been confirmed:

23<sup>rd</sup> May 2015 – St Andrews University Beach Tournament

24<sup>th</sup> May 2015 – Dundee Day

20<sup>th</sup> June 2015 – Storm in a Teacup (Northern Storm)

It was noted that the Edinburgh Mavericks will also be holding their Mavs Mania tournament again next summer, with the date to be confirmed.

### **9.2. Rolling substitutions**

Northern Storm have intimated that they do not believe that the rolling substitutions rule is appropriate for the lower tier of the league, and should be removed. Nigel suggested that current misunderstandings of the rule should be worked through and, as it is a rule of the sport, it should remain. These comments met with assent from all present. Northern Storm's comments are noted, but will not be acted upon.

### **9.3. Letter of support – North-East regions**

Northern Storm have requested a letter from the SKA supporting the establishment of a North-Eastern regional association. John Wright asked whether this would be the SKA stepping on the EKA's toes, but it was considered that merely showing our support did not do this. Nigel undertook to write the letter of support.

### **9.4. Co-option of Development Officer**

Michael Nicholson volunteered to join the committee as the new Development Officer, and was duly co-opted.

### **9.5. Constitutional change**

It was noted that the current difficulties in Scottish korfball have exposed weaknesses in the constitution. Michael Nicholson was tasked with undertaking a review of the document and drafting language for approval.

## **10. Date and time of next meeting**

The next meeting was set for 10<sup>th</sup> January, to tie in with an Edinburgh Mavericks v SKA Select match being organised as a warm-up for the Europa Cup. In the interim, discussions among the committee shall continue by e-mail and phone in order to ensure that the IKF development grant proposal is submitted on time.



## 11. Closure

The meeting was closed at 1425.

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## NEW ACTIONS

Reference	Action	Assigned To	Due Date
4.3	Issue membership subscription invoices to clubs.	Jean Fourie	As soon as possible.
4.3	Clarify and resolve issues relating to WKA payment towards 2014 Europa Cup qualifier.	Jean Fourie	As soon as possible.
4.4	Source trophies for league divisions B and C.	Ian Volante	End of league season.
4.4	Advertise for volunteers to organise the 2015 end-of-season social.	Nigel Cooper	As soon as possible.
4.4	Organise the 2015 SKA Cup.	Ian Volante	As soon as possible.
4.6	Contribute to discussions relating to the IKF Development grants application, with Nicol to prepare the final document.	Whole committee / Nicol van Rijbroek	20 <sup>th</sup> December 2014
5.2	Write to Graham Robertson, to offer him the role of Chairperson back.	Nigel Cooper	As soon as possible.
6.1	Write to Beth Bennet to determine whether she wishes to take disciplinary action over the incident at the European Championship.	Nigel Cooper	Immediately (time-sensitive)
7.1	Provide feedback to the IKF on the outcomes of its meeting at the European Championship, specifically with reference to the need for associations to host international events.	Jean Fourie	31 <sup>st</sup> December 2014
7.2	Write to the membership to ascertain interest in the IKF's international refereeing programme.	Nigel Cooper	As soon as possible.
7.3	Pay the due balance on the IKF subscriptions.	Jean Fourie	Immediately. Overdue (due 31 <sup>st</sup> October 2014)
7.4	Respond to student request for recruitment information.	Nigel Cooper	As soon as possible.
8.1	Write to John Wright for formal approval to use BKA funding for courses at alternative providers.	Nigel Cooper	As soon as possible.
9.3	Provide a letter of support to Northern Storm for their development of a northern regional association.	Nigel Cooper	As soon as possible.
9.5	Undertake a review of the Constitution, and draft appropriate amendments.	Michael Nicholson	2015 AGM