



Scottish Target Shooting
Caledonia House
1 Redheughs Rigg
Edinburgh
EH12 9DQ

Annual General Meeting of Scottish Target Shooting

Date: Saturday 27th April 2019, 12.15pm

Venue: Caledonia House, 1 Redheughs Rigg, Edinburgh, EH12 9DQ

ATTENDANCE

Angus Loudon, Chair (Director)
Oliver Barsby, Company Secretary, COO (Director)
Ian Thomson, Sport Vice Chair, Smallbore (Director)
Mike Barlow, Business Vice Chair, Fullbore (Director)
Cait McLaughlin, Communications & Marketing (Director)
Tim Kidner, Fullbore AMG Chair (Director)
Martin Sinclair, Smallbore AMG Chair (Director)
Tim Liddon, Pistol & Gallery Rifle AMG Chair (Director)
Keith Shields, Clay AMG Chair (Director)
Graham Ellis, Air Pistol & Air Rifle AMG Chair (Director)
Lara Bestwick, Gallery Rifle AMG Chair (Director)
Ann Brown, Pistol
Mike Buchanan, Fullbore
Rhona Dove, Smallbore
Hugh Hunter, Pistol
Morag Liddon, Pistol
Kathleen Male, Air Rifle and Air Pistol
William McAulay, Smallbore Rifle

Colin McEachran, Fullbore Rifle
Bruce McIntosh, Smallbore Rifle
Jim McIntosh, Smallbore Rifle
David Owen, Pistol
David Richards, Fullbore Rifle
Donald Robertson, Pistol
Bryden Ritchie, Fullbore
Alan Thomson, Air Rifle and Air Pistol
Robert Thomson, Smallbore Rifle
Richard Townsend, Air Rifle and Air Pistol
William Vaughan, Smallbore Rifle
Gavin Walker, Smallbore Rifle
Aberdeen Fullbore Club
CSSC (Rosyth)
DFH Club
Tayside Airgun Club

ALSO ATTENDING

Office Manager
Office Manager
sportscotland Partnership Manager

Jacqui Dunlop
Frances Lochtie
Jane Scott

1. WELCOME BY STS CHAIR

The Chair welcomed everyone to the meeting and confirmed that the meeting was quorate.

2. APOLOGIES FOR ABSENCE

Apologies were intimated on behalf of:

John Kemp, Coaching & Pathways (Director)
Gareth McKenna, Performance & Pathways (Director)
Crawford Alexander
Allan Alstead
Sandy Beat
Duncan Campbell
Nicola Coggle
Cyril De Jonckheere
Scott Dixon

Philip Leslie
Hamish McDonald
Iain MacGregor
Ruaraidh Macleod
Ronald Male
Walter Martin
Hamish McDonald
Donald McIntosh
David Mackenzie
Bruce Melvin

Lindsay Peden
Andy Ralston
Stuart Rankine
Peter Richard
Allan Ritchie
Jim Robb
Andrew Ross
Jennifer Ross
Kevin Russell
Joseph Sanchez Uy

ACTIONS

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George Dosoo
Fergus Flanagan
Peter John Gaskell
William Gordon
David Grocott
Stuart Guild
Mark Joyce

John Mercer
Brian Murphy
Harold Murray
Sharon Niven
Robert Osborn
Lori Paesano

Sheena Sharp
David Strachan
Kenneth Taylor
Janis Thomson
Victoria Walls
Henry Watson
Glasgow and District
Pistol Club

3. MINUTES FROM PREVIOUS AGM

a) APPROVAL

It was proposed by Mike Barlow and seconded by Jim McIntosh that the minutes of the 2018 Annual General Meeting were a true record.

b) MATTERS ARISING

There were no matters arising from the minutes of the 2018 AGM Minutes that would not be covered on the agenda.

4. PRESENTATION AND ADOPTION OF ANNUAL REPORT FROM THE CHAIR

a) PRESENTATION OF REPORT

The Chair's Annual Report (See Appendix A) was summarised verbally by the Chair, stating that the written report and an update from the Performance and Pathways Manager (See Appendix B) would be circulated to the membership with the draft 2019 AGM Minutes. The Chair concluded that this would be his last AGM serving as Chair as he is stepping down from the role, as already reported, but he would remain in place until a successor is appointed to assist with the handover.

Ian Thomson thanked Angus Loudon for his excellent Chairmanship over the last four years on behalf of the Board and the Membership.

b) ADOPTION OF REPORT

Approval of the Chair's report was agreed unanimously.

5. PRESENTATION AND ADOPTION OF ANNUAL REPORT FROM THE SECRETARY

a) PRESENTATION OF REPORT

The Secretary's Annual Report (See Appendix C) was summarised verbally by the Secretary, stating that the full written report would be circulated to the membership with the draft 2019 AGM Minutes.

b) ADOPTION OF REPORT

Approval of the Secretary's report was agreed unanimously.

6. PRESENTATION OF COMPANY'S ACCOUNTS

a) PRESENTATION OF ACCOUNTS

Due to the Finance & Fundraising Director position being vacant, OB presented the Accounts Statement for the year ended 31 December 2018 that had been prepared. OB noted that the accounts need to be submitted to Companies House by the end of September 2019. The Board will review the accounts and they will be circulated to the membership when they are ready.

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OB reported that STS is running a very slight surplus overall. The AMGs are running at a significant surplus whilst STS centrally is running at a loss. Work is ongoing with the Board to address this and the extra funding from **sportscotland** will help address this. The **sportscotland** clawback has now been fully paid back. STS has had to use finances from its restricted reserves but hopefully this can be stabilised and rebuilt over the next few years. STS is looking at ways of generating income outside of **sportscotland** investment and membership fees.

The AGM is not required to approve the Accounts and the full accounts will be shared with the membership after they are submitted to Companies House.

7. RESOLUTIONS

OB confirmed the requirements for resolutions as stipulated by the Articles explaining that an Ordinary Resolution requires a simple majority of eligible votes cast at the meeting, either in person or by proxy and a Special Resolution requires three quarters or more of eligible votes cast at the meeting, either in person or by proxy.

a) **ORDINARY RESOLUTION 1: SCOTTISH TARGET SHOOTING MEMBERSHIP FEES FOR 2020 SHALL REMAIN UNCHANGED FROM 2019**

It was proposed that the Scottish Target Shooting Membership Fees for 2020 shall remain unchanged from 2019.

Combing the votes in the room with the proxy votes received, there were 65 votes in favour, 1 against and 4 abstentions. The 2020 Membership Fees were duly **APPROVED**.

b) **ORDINARY RESOLUTION 2: SCOTTISH TARGET SHOOING APPOINTS FACTS AND FIGURES TO REVIEW THE COMPANY'S ACCOUNTS FOR 2020**

It was proposed that Scottish Target Shooting appoint Facts and Figures to review the Company's accounts for 2019.

Combing the votes in the room with the proxy votes received, there were 70 votes in favour, 0 vote against and 5 abstentions. To review the 2019 Accounts, Facts and Figures were duly **APPROVED**.

c) **SPECIAL RESOLUTION 1: AMENDMENT TO THE COMPANY'S ARTICLES OF ASSOCIATION TO CHANGE THE CHIEF OPERATING OFFICER (OR EQUIVALENT POSITION) FROM AN EXECUTIVE DIRECTOR SERVING ON THE BOARD TO ADVISOR, REMOVING VOTING RIGHTS BUT RETAINING THE RESPONSIBILITIES OF BEING COMPANY SECRETARY**

It was proposed to change the Chief Operating Officer (or equivalent position) from an Executive Director serving on the Board to Advisor, removing voting rights but retaining the responsibilities of being Company Secretary.

Combing the votes in the room with the proxy votes received, there were 57 votes in favour, 2 votes against and 11 abstentions. The amendments to the Articles as outlined in Amendment 1 were therefore **APPROVED**.



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The Articles would be updated accordingly and submitted to Companies House.

8. ELECTION OF DIRECTORS

There were no positions due for election at the AGM. The Chair explained that the appointed positions of Chair and Finance and Fundraising Director had both gone to advert and that notification would be given to the membership when the positions were filled.

9. BOB AITKEN AWARD PRESENTATION

Nominations had been sought from the Membership for the Bob Aitken Service to Shooting Award and the Sports Development Group had had acted as the Selection Panel to select the 2019 recipient. The 2019 recipient was Willie MacAulay and he was duly presented the Award by the Chair. The Chair provided a brief summary regarding Bob and Willie (See Appendix D).

10. VOTE OF THANKS AND CLOSE

There being no other business the Chair closed the meeting at 1330

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Appendix A: Chair's AGM Report

I would like to welcome everyone to this, both the fourth AGM I have chaired, as well as the fourth of the company when we were first established back in 2016. As previously stated, despite our relative infancy compared to many shooting and sporting organisation, a fact which is easy to lose sight of with the amount of activity that is ongoing, it does not mean our Board and members should not and do not hold the body, rightfully, up to the highest standards and have the same expectations of governing bodies that have been in place for much longer.

It is my personal belief that these high standards that we hold ourselves accountable too is one of the strong reasons behind why STS is continuing to head in an upward trend and why our membership numbers are starting to reflect the positive engagement and impact we are having with the Scottish shooting community.

Over the past three years our membership numbers have steadily increased and at the end of 2018 our membership numbers finished at 383 individual members and 43 club members. At the start of this week, I am proud to announce that we now 585 individual members and 49 club members and this number is continuing to rise. One of my ambitions as Chairman was to ensure we surpassed the figure of 500 required to ensure STS met the minimum requirements set by sportscotland and I am pleased to say that this year we have done so with ease. While I am delighted with this response and faith shown in us by the membership, neither I, the staff or the Board wish for complacency to set in. We recognise that while this is a significant and positive milestone, we still fall significantly short of representing the shooting community and so will strive to ensure our membership continues to rise year on year.

Our relationship with Police Scotland, as evidenced once again by the sessions held at our AGMs, continues to be an extremely positive one. One of the rationale's behind forming STS was to better represent and engage the target shooting community with Police Scotland. Evidence that this relationship has not stood still is reflected two-fold. Firstly, the club questionnaire sent out by Police Scotland raised a number of issues which STS, through its working relationship with its membership and Police Scotland, were able to respond to in a way that was both challenging and constructive to the Police and supportive to our membership. Secondly, within the last month, STS has been asked to attend a session with the NPCC (National Police Chiefs Council) Firearms Licensing Lead, covering shooting across the UK. This is another positive step and reflection on the way we and our members conduct themselves.

On the international stage, our performance athletes and teams have once again been exceptional. Last year I reported on the outstanding achievement of our athletes during the year, most notably at the European Championships in Baku in the summer of 2017 when Jennifer and Seonaid McIntosh came away with three Gold medals between them with Jennifer winning Gold in the Prone, Seonaid in the 3P and then teaming up with a third athlete from England to win the team competition. I also provided an extensive report on the great achievements by Scottish athletes at the 2018 Commonwealth Games in the Gold Coast when Scotland left with 6 medals across the shooting disciplines. However, 2018 had more to come and demonstrates how quickly sport moves on. In March 2018 para trap shooter Allan Ritchie set a new joint world record qualification score in Para-Trap of 110/125. The best was yet to come as Seonaid McIntosh was the first ever British female world champion, winning Gold in the 50m Prone event at the World Championships in Changwon (South Korean) in September, as well as Bronze in the team event. Seonaid also finished fourth in the 50m 3P competition, earning British Shooting a quota place at the Tokyo Olympics in 2020, a place we are confident Seonaid will be allocated.

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The pace at which performance sport progresses meant that in 2018 there was not progress made by athletes but also significant changes behind the scenes. In 2018, following the Commonwealth Games, the performance programme transitioned from being a programme held in-house by sportscotland, across to STS. This obviously resulted in some disruption and challenges, especially to an organisation of our size and age, but the programme has continued and there has been some really positive progress made under our programme coaches and new Performance and Pathways Manager, Jennifer Ross. As our athletes have done, we have tackled this challenge head on and risen to the challenge.

However, some things are out of our control and I had hoped that at this AGM I could report on changes to the programme for the 2022 Commonwealth Games and reflect on the reintroduction of shooting. Sadly, timescales for this have slipped and while shooting is still being considered for inclusion, the outcome of this will not be known until later this year when the revised programme is presented to the CSF General Assembly in November. The buoyancy a sport such as our receives from events like the Commonwealth Games was never more evident than after the Gold Coast when our successful athletes were continually in the spot light and interest in the sport grew. We will of course continue to work without colleagues and partners in other shooting agencies to do all we can to keep shooting in the Games, one of the few opportunities our athletes have to fly the Scottish Saltire rather than Union Jack!

Our relationship with British Shooting has also developed positively and over the past twelve months we have seen increased engagement and interaction with several meetings taking place between the two organisations, in part bonded by the common goal of keeping shooting in the Commonwealth Games, but also as our goals for developing the sport align and they recognise the work we are doing in Scotland. We will continue to push British Shooting on the matter of improving the distribution of events to the north of England and Scotland so Scots can access the same opportunities as those in the South of England. However, events such as the British Schools Pistol Championships have started a positive trend of STS delivering British Shooting events in Scotland and we hope this can be expanded to other events and disciplines. We hope similar work can be done to bring not just events but programmes and promotion to Scotland too, working to engage new people into the sport on a British level, as well as making sure our pathways align and complement each other.

The last 12 months has been a significant one for us strategically. As you will all have been aware, in 2018 STS went out for consultation on our new strategic plan, taking a longer-term view until 2027. I was delighted to witness first-hand the turnout and discussion at the various sessions held in the second half of 2018 to help with the development of the plan. This is the first time in a long time that a shooting organisation in Scotland has conducted such an extensive consultation and input from the membership was crucial in influencing its development. A draft of this plan was presented to sportscotland back in October and the final version was signed off by the Board in December. It is my feeling that this plan is ambitious, realistic and exciting and will provide a strong blueprint for my successor in helping to move the organisation into its next phase. I would like to thank STS staff and directors for their work in supporting these sessions and our members for all their contributions – despite our size, the response from the membership was both impressive in volume and helpful in content.

This brings me on to our relationship with **sportscotland**. STS continues to work closely with our key partner, **sportscotland** and our presentation in October was very well received in terms of where we have come from and our direction of travel. I am pleased to say that over the next 2 years, **sportscotland** have confirmed investment in

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the governance of STS will be increasing from £75,000 to £102,500, an increase of £27,500. Significant areas of work attached to this funding over the coming years include an audit of Scottish shooting facilities leading to a facility strategy document with recommendations, as well as work on a course to support the training of new people in the sport in the area of gun safety, working with clubs to provide some consistency on advice and training. From a performance perspective, our investment has taken a decline, with our investment from 2018-19 of £120,000 dropping to £80,000 in 2019-20. This is obviously impacted by the lack of shooting in the Commonwealth Games and while this is disappointing news, as our Performance and Pathways Manager recently reminded me, it is still one of the best supported programmes so this should be held in perspective. I would like to thank our Partnership Manager Lindsay MacKenzie, who has now gone on maternity leave but has been ably replaced by Jane Scott who joins us today, as well as Aileen McGillivray who has been our Performance Partnership Manager for the support they have provided to STS over my term in office.

A key area that has not progressed as I would have liked but cannot report on without mentioning is the National Shooting Centre. During my time as Chair STS has supported **sportscotland** and latterly the preferred bidder in trying to reach a resolution that will deliver a shooting range that can create a legacy for Scottish shooting. While our current avenue has not reached a formal conclusion, it is unlikely that it will be successful in delivering all we need, in particular a 50m indoor range. This is disappointing for all the time and effort that has gone into this process but we shall continue to explore other avenues and opportunities and through the development of the facility strategy, support more direct investment into key areas and clubs to ensure Scotland's shooters are well served by the facilities available to them.

Finally, as you will already be aware from the notice and advert that have gone out, this will be my last AGM as Chair of STS as I will be stepping down this summer. It is with a heavy heart but a great deal of pride that I do so, and I shall remain as Chair during the recruitment process. I am stepping down having completed my four-year term and, as the notice released earlier this month, am doing so purely for personal reasons but on reflecting how far we have come since taking over, I am extremely proud of what we have all collectively achieved. Sadly, only a few weeks ago, our Finance Director has also stood down, also due to personal reasons, as she was at the end of her first tenure, so we are also recruiting a new Finance Director but otherwise, the board is at full strength. STS is fortunate to have a strong and well-rounded Board with a very positive collective skill set and I know my successor will be very well supported by my fellow directors, our staff and members and it is on that note that I would like to thank all the directors that have served on the Board during my time with STS, the staff in the office, the volunteers running our events and clubs and our members for all you have done and continue to do for the sport. From a personal perspective, I would also like to thank you for the way in which you have welcomed me into this role and supported our work throughout. While this will not be last duty as Chair, it will be my last AGM so I would like to wish STS and the shooting community the very best for the coming years and I look forward to supporting the incoming Chair to lead STS in its next stage of development.

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Appendix B: Performance and Pathways

Manager Report

The Performance Programme transitioned across from **sportscotland** back to STS in May 2018, with Jen Ross in post since October. Since then, a considerable amount of work has been done in a number of areas including athlete programmes, coach recruitment and pathway development.

Due to the fact that Shooting is not currently included in the programme for Birmingham 2022, our focus has switched from a Commonwealth Games focus to GBR representation – both for British Shooting WCP and GBR teams at major internationals. The end goal is to get Scottish athletes representing TeamGB/ParalympicsGB at Olympic & Paralympic Games. One of the challenges we have with that is that our performance goals are reliant on British Shooting's selection process, so I've been working to try to clarify these and also just generally improve relationships and communications between us. Things are much better than they were, but there's obviously still room for improvement.

Because of our new priorities, the programme has switched from funding larger squads to focussed investment in a few high-performing athletes (Tier 1), with some support for a wider group of athletes (Tier 2) predominantly focussed around domestic training with input from Performance Coaches. Programme is fully inclusive with Olympic and Paralympic athletes training together (currently only three athletes in Para Trap, but STS are hoping to grow this area to become one of the leading nations for disability inclusion in Shooting).

Currently the programme is de-centralised with athletes ranging from Inverness to Devon. Training camps tend to be regionalised by discipline in order to access appropriate facilities (Rifle out of Aberdeen, Pistol at Callander, Shotgun between Dundee & Falkirk). Lack of high-quality facilities identified as possible barrier to success – particularly for rifle and pistol since the loss of Meadowbank.

Coaching

Currently three Performance Coaches within the programme who work with Tier 1 athletes on a 1-2-1 basis, and Tier 2 athletes at squad training sessions. As the programme is now fully inclusive, coaches recruited are able to work with both able-bodied athletes and athletes with a disability.

Marco Micheli – Shotgun

- Scotland Coach for Trap/Double Trap in lead up to Gold Coast 2018. His athletes won two medals (gold and bronze) while one more qualified for final. Now working with both Skeet and Trap programmes.

Andrew Ross – Rifle

- Former Scotland athlete, Scotland Development Coach 2014-2016 with athletes progressing to High-Performance & Academy. Part of Achieve 2014 and UK Sport 'Aspire' Coach Education programmes.

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Sonal Gyórik-Ramendra – Pistol

- New to Scotland programme, previously coached number of athletes worldwide including Spanish athletes who finished 5th at World Championships 2018. Also, an ISSF Academy Tutor.

STS also identified coach education as vital for overall pathway development, so Performance Coaches also being utilised to mentor a small pool of Breakthrough Coaches identified as individuals for development.

Tier 1 Athletes

Currently six athletes supported at Tier 1 level:

Seonaid McIntosh (Rifle)

- British Shooting WCP Athlete, Podium level funding (upgraded from Podium Potential during last selection process). Gold medal at World Championships in September 2018 – first British woman ever in shooting – as well as a bronze in the team event. Also won two bronze medals at Gold Coast 2018 Commonwealth Games. Qualified for Tokyo 2020, and currently one of only two British shooters to have secured a quota place for the Olympics.

Áedán Evans (Pistol)

- British Shooting WCP Athlete, Academy level funding. Competed at Gold Coast 2018 Commonwealth Games (finished 12th). Still transitioning from junior to senior and continuing to demonstrate huge potential as finals scores are regularly world class (athlete holds Scottish/British record which is 0.9 higher than current world record).

Sharon Niven (Shotgun)

- Competed at Gold Coast 2018 Commonwealth Games (qualified for Final in 4th, finished 6th). Gained GBR team representation at two ISSF World Cups last year and is currently 4th in GBR rankings. Athlete is in close contention for GBR teams this year and is well placed to challenge for major match selections.

David McMath (Shotgun)

- Won gold at Gold Coast 2018 Commonwealth Games in Men's Double Trap. The Double Trap discipline was removed from the Olympic programme in 2017, but David continued in this event to target the 2018 Commonwealth Games. He is now focussed on transition to Men's Skeet.

Jess Liddon (Pistol)

- Competed at Gold Coast 2018 Commonwealth Games (finished 10th & 13th). Gained GBR team representation at two ISSF World Cups last year and is currently 2nd in GBR rankings for both her events. Likely candidate for selection to WCP (Academy level) and has been invited to attend GBR Academy training sessions.

Vikki Walls (Rifle)

- GBR team representation at ISSF Junior World Cup last year and is now facing step up to Senior level. Currently 5th & 6th in GBR rankings for her two events and potential candidate for selection to WCP (Academy level).

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Tier 2 Athletes

Currently 23 athletes supported on Tier 2 (7 Rifle, 5 Pistol, 11 Shotgun). Support predominantly focussed around domestic training sessions, with STS providing coaches and facility access.

Pathway Work

Performance Programme in its current form is still in its infancy and various challenges mean existing structures are no longer effective e.g. in rifle, most participants begin in prone and development structures were proven to work – historically Scotland has been very successful in this event. But this event is no longer in the Olympic programme and Shooting is not currently in the schedule for Birmingham 2022, meaning that these pathways are no longer relevant. New pathways need to be developed, with emphasis on Olympic/Paralympic events. Since most participants in the sport do not compete in these events, structures need to be put in place in order to identify talented athletes for transition.

Under pressure over gender equality, ISSF adjusted the qualification course of fire in Jan 2018 for all women’s events to match men’s. This has resulted in anywhere from 50% to 100% increase in load depending on event and has also resulted in a lack of useable data for benchmarking.

Work has been done to develop a selection policy that will allow us to work towards our programme goals of getting Scottish athletes onto GBR programmes and teams, it will also let us work around these challenges. We’ve considered GBR standards when setting our selection scores but also left room to consider athletes who demonstrate ability, skills or talent in non-Olympic/Paralympic events. We’re currently trialling our processes at the moment. We’ll then review the policy and our processes and publish the final document in preparation for selections in October.

One of the things proposed in the selection document is a Tier 3 squad structure which will help us bridge the gap between current grassroots pathways and the Performance Programme. This also provides us with an opportunity to utilise our Breakthrough Coaches who will be able to take what they’ve learned from the Performance Coaches and gain experience of running their own squads.

We are facing another decrease in our investment from sportscotland, which will obviously present us with a number of challenges, but I’m confident that we will still be able to do a great deal with what we are being given. It’s been run on less, and we’re still the best funded NGB of all the Home Nations when it comes to Shooting.

All things considered, I think we’re in pretty good shape. Athletes are already starting to show significant progress with a number of new PBs, Scottish and British records shot in the last few months. There’s still a lot of work to do but everything is going in the right direction. And on a very positive note, I’ve heard that as well as Seonaid, Jess and Aedan have been selected for the World Cup in Munich next month – the team should be formally announced in the next few weeks.

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Appendix C: Secretary's AGM Report

A lot has taken place since the last AGM. The approval of the additional of Gallery Rifle to form its own AMG shows the willingness and ability of STS to grow and adapt as different disciplines within the sport grow in popularity. STS wishes to grow its relationship with non-Olympic disciplines as the body strives to represent the whole of the target shooting community in Scotland.

As mentioned in the Chair's report, the excellent relationship STS enjoys with both Police Scotland and the Scottish Government has continued. This is demonstrated by the way STS was able to challenge Police Scotland in a constructive way and support its members when the questionnaire was published, demonstrating the body's ability to respond to and represent Scottish issues. This relationship continues to develop with STS invited to meet with representatives from the NPCC in the summer.

In conjunction with Police Scotland there is a work being done to improve information regarding mental health - members will hear more of this initiative in the Autumn.

It is encouraging to see that the membership has grown and now stands at over 600, with 49 Clubs affiliating to STS. This should not be attributed to one thing but the continued good work being performed by STS, combined with its membership scheme, has certainly helped.

Another full calendar of events has been run in Scotland over the past year, with the addition of Gallery Rifle events. This year has already seen a successful Scottish Air Championships at Napier University which continues to grow and is now proving financially viable for both pistol and rifle. STS would like to thank all the volunteers for their support in running these events, in particular to Gavin Walker for the personal time and commitment he gives to the sport. STS would also like to thank the volunteers who are working tirelessly within the AMGs and within the clubs.

STS continues to focus on development the grass roots of the sport and work with Police Scotland, disability inclusion training and shooting in the community bear testament to this. A pilot was recently carried out on disability inclusion training and it is hoped that this will be rolled out over the latter part of the year, for which Frances Lochtie and Willie McAulay at Alloa are to be thanked. A Tier 3 of the Performance Squad will also be introduced to help bridge the gap from grass-roots shooters into the performance shooting.

STS's Strategic Plan was signed of at the end of 2018 following a series of roadshows that took place across the country. STS would like to thank the members who came along to the meetings and contributed to the Strategic Plan. This was a valuable process to speak and listen to the members and we look forward to delivering the plan over the coming years.

As part of its work to improve the visibility and messaging around the inclusive nature of the sport, STS is working to create better online content. Three short videos have been produced by our communications intern and thanks were expressed to Cait McLaughlin (Communications and Marketing Director) and Rebecca Brady (Communications Intern) for their work on producing the videos. The videos focus on disability inclusion, female participation and grassroots benefits to the sport. [The videos were then shown.] These videos are still be finalised and will be released in the coming months online.

Finally, STS will not be making many changes to its membership offer for 2020. However, the Board has agreed that next year, a discounted rate, similar to the one offered to juniors, will be introduced for disabled shooters, to illustrate our move to being more inclusive. The details of this are being finalised and will be released in August when renewal information is released.

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Appendix D: 2019 Bob Aitken Award Winner

About The Award

Following Bob Aitken’s death in October 2016, Scottish Target Shooting wanted to recognise the fantastic contribution which Bob made to the sport of Target Shooting in both Scotland and further afield. We have decided that a fitting celebration of Bob’s contribution to Target Shooting in Scotland would be to have an award in his name – the Bob Aitken Service to Shooting Award – in recognition of people who have served the sport over a number of years, just as Bob did. We feel that this is a fitting way of remembering all Bob has done for our sport on a yearly basis and using this to also recognise the service of others. The first presentation of the award was made in 2017.

2019 Winner – William McAulay

Willie has always put the needs of the club and shooting before all else including his personal life. He has served as Treasurer and Secretary of Alloa & District Rifle Club for 30 years, he coaches both the rifle and air weapon shooters and in recent years, working with STS, he has been leading the way with disabled shooting working with the spinal injury unit at the new Queen Elizabeth University Hospital in Glasgow, coaching those with spinal injuries, and resulting in some of them taking up the sport when leaving hospital. On the back of this involvement, Willie has also been coaching the dwarf shooters that visit the range monthly for training and have had considerable success at their competitions they attend.

Willie shows a never-ending passion for the sport and has done a lot to help young people in and around Clackmannanshire and Alloa (and further afield!), working with different Scout groups to help them achieve their badges and have a go at the sport.

Willie is not only confined to the premises of the club, he was a big help to STS when running a session on Princes Street during the Rio Olympics and much more recently, he is also now working with Sports Development team in Clackmannanshire to get out into the local community and introduce the sport to people yet to give it a go.

He will be the first to admit that his shooting has declined because he doesn’t have the time but gets a lot of satisfaction from helping others. In addition to his numerous shooting trophies over the years, his tireless efforts have resulted in him winning services to sport awards from SALSC and the local area for all he does for shooting, but also sport in the area.

As his own club members say: “I don’t know how he manages it all, but I don’t know anybody else that puts as much into shooting as Willie does.”

A truly deserving recipient for everything he does for grassroots shooting and Alloa and District Rifle Club, the 2019 winner of the Bob Aitken Service to Shooting Award is Willie McAulay.