

**CAMPBILL SCOTLAND
COUNCIL MEETING 19 FEBRUARY 2019 – OCHIL TOWER SCHOOL
DRAFT MINUTE**

PRESENT:

Trustees: Marcus Sangster (Chair), Andrew Plant (Vice Chair), Alex Busch, Bob Leggate (Treasurer), Jason Glass (from item 4.2), Jeannie Carlson, Juliane Busacker, Margaret Swerling, Sandy Walton, Stuart Provan, Ulrike Mall

In attendance: Jennifer Leiper (ACO – note taker), Neil Henery (Director)

Summary of decisions and actions	Item:	Action by:
The 2019 – 20 Camphill Scotland budget was approved with some changes as noted	4.2	N/A
The 2019 – 20 Camphill Scotland Work Plan was approved with some changes as noted	3.3	N/A
Staff will automatically receive an inflationary increase on an annual basis unless Council decides otherwise. Staff Handbook to be updated to reflect this	4.2	Neil and Jennifer
The Total Annual Fee will increase by 1% for the financial year 2019 - 20	4.2	Jennifer
Jeannie Carlson stepped down as trustee and will be replaced by Keith Nunn	6.2	Neil & Jennifer
The full annual review of 2018-19 will be shared with members on the website; a shorter paper version will be made available to members and stakeholders; members will be asked for suggestions for the mailing list	3.2	Neil & Jennifer

1. PRELIMINARIES

1.1 Apologies: Colum Pooler

1.2 Declarations of interest:

None were declared.

1.3 Note of last meeting and actions report:

The minutes of the last meeting (11.12.18) were accepted as a true record.

2. CONNECTING UP

2.1 This part of the meeting is not minuted.

3. OPERATIONS

3.1 Work report:

Marcus commented on how positive the work report was. Neil talked to the report and focussed initially on the recent trustee event. This event was part of our work on leadership and succession – to include trustees in this initiative, help build networks between trustees and help them consider the leadership role of the trustee in a Camphill context. Jeannie helped to facilitate the day; she said that the feedback was very positive and trustees would like to see a similar event in the future, looking at the relationship between trustees and their organisation's leadership team.

Neil highlighted CS's work on Brexit. He spoke about the Eden Project, who are keen to partner with CiS and other organisations around the dual themes of community and the natural environment. Neil talked

about how members' interest in co-housing will be reflected in the agenda for the next CS Strategic Finance meeting. The current national interest in CIS was mentioned, from STV to healthandcare.scot. Jeannie suggested that communities might like to think about making the connection on their website to CS's website prominent in order to make most benefit of the OV articles which promote the Camphill model positively.

3.2 Draft Annual Review 2018 – 19:

Marcus thought that the annual review was strong, demonstrating how well CS supports the Camphill model in Scotland; he thought more could be done to highlight topics. It was noted that this is the first draft of the review. Neil explained the layout of the review under 3 new headings which reflect our current strategy. CS achieved the aims set at the beginning of the year, with additional projects also being included during the course of the year. Trustees **agreed** that they found the long review useful, and decided that the lengthy review would be suitable as a PDF which members could access from the website with a shorter paper review for members, boards and external stakeholders. Trustees were pleased with the content of the review and CS's work over the year. The printed review is normally sent to all MSPs, Council leaders, and Heads of both Social Work and Education; Jennifer will contact communities to find out if they would like the review to be posted to anyone else.

The COSLA conference was discussed; this highlighted how CS is able to demonstrate at national platforms how the distinctive aspects of Camphill are relevant to the mainstream.

There was some discussion around the reference to Camphill values in the annual review. It was noted that at the forthcoming AoCC Assembly there will be an attempt to discuss and define Camphill values. Andrew is gathering material for this on behalf of the Scottish region and will make reference to the approach taken by Camphill Scotland.

3.3 Draft Work Plan 2019 – 20:

Neil talked to the work plan. He began by describing the range of regular meetings which CS organises throughout the year for, with, and on behalf of members. Neil talked about the influencing and policy work, how the influencing group has developed over the course of the year and the 3 key themes for the year. This would not exclude work on other relevant themes, such as loneliness and isolation, which CS will engage in as they arise through the year and as capacity allows. Jeannie wondered if there was scope for more focussed sub-groups on some themes to ensure that members with the most relevant knowledge and experience are able to contribute; Neil said that CS is keen to encourage members to join the different groups when they have a key interest, and the example of how Jon at Corbenic has been supported to develop his role in the Influencing group was used to highlight how this might be developed further.

Sandy noted that our work on Brexit has shown how CS has been able to develop a unifying voice and influence for social care across Scotland and wondered if, post Brexit, CS could start a national discussion on how social care is valued and funded as she felt that CCPS might be losing strength on this campaign. Neil will discuss with CCPS if there might be scope for CS to play a larger role in this debate. Jeannie wondered if 'work force development' could become a strategy heading and stream of work, incorporating Brexit, Camphill's international connections, funding and recruitment. Neil was cautious, noting that CS does not have a work force development role with members.

The ecology/environment theme with the Eden Project and other stakeholders is about exploring how we might work together with others to highlight a fairly neglected strand in Camphill's work. There was positive interest in developing this. It will be important to find people within the communities who can explain and share this strand of their work with others.

There was some discussion about the word 'transforming' in relation to the second key objective 'transforming the Image and Profile of Camphill in Scotland'. Neil explained that we had good evidence from research that Camphill has a fairly low profile and is seen as not well connected to the wider environment. It is a key contribution of CS to make a difference to that. The use of the word 'transform' was meant as an active, motivational phrase to inspire staff to make a difference. Neil will reflect on whether there may be another word that might be substituted here. Trustees were supportive of the content of this theme.

Trustees then discussed the third objective, Member Engagement and Cohesion and were supportive of the plan set out here. Finally, trustees approved the plans for reviewing the strategy as set out in the draft work plan.

The 2019 – 20 Camphill Scotland Work Plan was **approved** by Council.

Council broke for lunch at 1240 and reconvened at 1340

4 FINANCE

4.1 Budget monitoring:

Bob talked to the BMR, noting that CS is in a good financial position. He highlighted that the report is based on payments and receipts, not on accruals. The budget is expected to match the forecast reasonably closely by the year end, and to return a deficit budget as planned.

4.2 Final budget 2019/20 and costed projects:

Bob talked to the budget, noting that the predicted spend is similar to the current year, and that the projected deficit will depend on the Total Annual Fee for members. Neil and Jennifer left the room whilst trustees discussed the budget and salaries.

Trustees **decided** that there should be a policy on salaries to include an annual inflationary increase based on the average 12 month CPI as at December. The Board were pleased to **agree** to an inflationary increase to salaries of 2.1%.

Neil talked to paper 6, outlining the projects as noted. Videos are a natural way to build on the Life in Camphill booklet, and videos on volunteering would also sit well on the volunteering page of our website, which attracts many prospective volunteers. The training would be shared with members, upskilling them to make their own videos. Jeannie noted that all projects were seldom appropriate to all members, and that CS was often helpful in kick starting developments which communities might not otherwise fund or arrange for themselves. Trustees **decided** that CS staff can meet their training needs in video work; members will be asked to cover their costs if they wish to participate in the video training.

Trustees **approved** the leadership courses.

Jennifer left the meeting at this point and Andrew took the notes

Trustees recognised that over the next 4 – 5 years Council may need to make some savings in the operational costs and also to increase the TAF in order to avoid depleting the reserves.

It was **resolved** to increase the TAF by 1% for the next financial year.

5. GOVERNANCE

5.1 Vice Chair:

Jeannie had had to withdraw her offer to stand for Vice Chair since becoming Chair of Corbenic and Beannachar Councils. Margaret's offer still stands. The Chair suggested that Council could wait until after the AGM and Andrew had agreed to stay in post until then.

6. AOCB

6.1 The Chair asked about events in the other Camphill places in England and Ireland. He is aware that Camphill Scotland is held in high regard elsewhere and wondered if Council should arrange a joint event to see what lessons could be learnt. A degree of caution was expressed that this might not necessarily be taken well by the other Camphill places as things are still very sensitive. It was generally agreed that calling such a meeting is in the remit of the AoCC rather than Camphill Scotland. Dave Mitchell – the chair of the AoCC – is explicitly encouraging Board Members to attend the AoCC Assembly in Tiphereth in April.

6.2 Jeannie stepped down as trustee and will be replaced by Keith Nunn.

6.3 Trustees to decide which papers can be shared with members:

Trustees **decided** to share all papers on the website. It was pointed out people would not be aware of decisions made at the Council meeting in relation to the papers as the minutes do not go on the website for general view. No action was proposed about this.

DONM: Tuesday 16 April 2019 – CSA, Murtle Estate

Neil Henery, Jennifer Leiper and Andrew Plant, 19.02.2019

Approved by Council on _____ and signed on their behalf by

Marcus Sangster: _____

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