

Minutes of the 20th Annual General Meeting of Friskis Aberdeen Saturday 22nd March, Cults Kirk Centre, 404 North Deeside Road, Aberdeen

Present: Sheena Leith, Mary Hill, Joanna Ewen (JE), Alaister McIntosh, Stuart Oram (SO), Susan Rothie (SR), Helen Elliot, David Graham (DG), Elspeth Graham (EG), Rosey Leiper (RL), Sheena Grant, Kenneth McAlpine (KMCA), Carmina Livingston, Janet Hosie (JH), Fay Simpson, Judy Meil, Sui Reid, Ann Browne, Jenny Longhurst, Linda Grant, Jacky Hatchwell, Susan Cooper (SC), Kathy Findlay (KF), Neil McAthur, Eva Christie (EC), Stewart Christie, Suzanne Turnbull, Jackie Leiper, Pauline Westwood, Dave Willett (DW), Christine Richardson (CR), John Gregory (JG).

1. Opening of the Meeting: Welcome and Apologies:

DW welcomed everyone to the 20th Friskis Aberdeen, Annual General Meeting.

2. Appointment of a Chairperson and Secretary for the meeting:

DW had been appointed as Chairperson and DG was appointed as Secretary for the meeting.

3. Establish the Electoral Register for the meeting:

This was established as 5 leaders, 26 members with an additional 29 online votes.

4. Appointment of 2 Minute Adjusters:

JE and RL were appointed as minute adjusters.

5. Has the AGM been properly convened in accordance with the Constitution?

It was unanimously agreed by those present that the AGM had been properly convened.

6. Establish the Agenda:

An agenda had been previously circulated and was unanimously accepted.

7. Approval of Minutes of previous AGM 2024 and Matters Arising:

The 2024 AGM minutes were accepted as read and approved.

Proposed by KMCA and seconded by SR.

8. Review Committee's Reports:

The Annual Report had been previously circulated along with the Operational Plan for 2025/26. The plan was proposed by RL and seconded by EC.

The treasurer (JG) had circulated the Financial Report earlier. He summarised the financial position to those present. JG stated most of our income came from membership fees. There had been some recovery to our membership and he hoped that this might rise to 400 in 2025. The Association's expenditure was mainly due to Friskis affiliation fees and continuing to publicise the Aberdeen Association e.g. making a video and advertising in the Trend Magazine. This may be regarded as a success due to having 35 new members across the Viking Hiking and the exercise classes. Expenditure had increased due to the mandate from the 2024 AGM that the Association should pay for the Leader fee for the active Leaders as well the fee for having their programme checked by a LUF Educator in Norway or Sweden. In addition the Association also now pays towards their First Aid Training.

JG stated that there would be sufficient surplus should a Leader be identified for training in Sweden (costs are around £2000, but these may increase). The Association pays the majority of this.

It was asked if the Auditor was paid a fee and it was stated to be £150 – this was considered good value for money.

The Treasurer's report was accepted.

9. Auditor's Report:

Julie Vickers had audited the accounts and stated that the accounts were in order and there was a healthy reserve.

10. Adopt balance sheet and Income & Expenditure Accounts:

The accounts were accepted, proposed by SC, seconded by JH.

11. Decision on Annual Membership Fee:

The annual membership fee is to remain at £20 for the coming year and was unanimously agreed.

12. Discussion and vote on motion put forward:

No motions had been submitted.

13. Election of Members of the Committee:

Main Committee Members -

Susan Rothnie – elected Chairperson – 1-year election; proposed by JE, seconded by EG.

Christine Richardson - Deputy Chairperson – 1-year re-election

Elsbeth Graham - 1 year re-election

Mary Hill/Jan Hosie – Viking Hiking reps – 1-year election;

Suzanne Turnbull – 1-year election

Substitute Committee Members -

Alastair McIntosh -1-year re-election;

Rosey Leiper -1-year re-election;

Kevin Devine – 1-year election;

Joanna Ewen – 1-year election Anne Bewick – 1 year election

Treasurer & Membership Registrar -

John Gregory – 1-year re-election (JG gave notice that he would be standing down in 2026)

Election Committee -

Kenneth McAlpine (Convenor) - 1-year re-election;

Dave Curry 1-year re-election

Sheena Grant 1-year election

SR, seconded by CR with full support of the on-line voters, proposed these elections.

14. Auditors:

Julie Vickers – 1-year re-election

Sue Mulkerrin (deputy) – 1-year re-election

15. A.O.C.B.

1. There had been a reminder from the on-line members that the Committee should review the Leader Contract. It required changing to reflect the changes that were passed at the 2024 AGM regarding fees to be paid by the Association rather than the Leader themselves. This will be actioned following the AGM.
2. There followed a discussion about how to encourage new Leaders along with other associated issues:

With fewer Leaders (who in the past solely ran the Association), there is a need for the membership to become more involved in running the Aberdeen association. Similarly there used to be a Publicity Group, but this does not currently exist, with the committee taking on this role. KMcA suggested that this group might be formed from the membership if there were any with the appropriate skills. Friskis, as a brand, is not well known in the UK compared to that in Sweden. There is a need to promote the name and that it provides a high quality, 'pay as you go' style of classes where you can just turn up. Like many organisations we are still recovering from COVID, during which we lost many members.

Leaders train to be able to do Jympa classes. In the past RL and CR said that potential leaders had to be able to do a Medium Jympa Class. RL did add that having discussed with Educators this is now not the case but the potential leader must have a good level of fitness and be able to keep the beat and rhythm. The high standard set by Friskis make it challenging for potential leaders to become a Leader. There is a large time commitment needed to become trained as well as time to develop new programmes and run regular classes. However support is always available financially to cover costs of training for two long weekends in Sweden. Current Leaders would also mentor, provide support and guidance.

SO brought up Leader remuneration and sought reassurance that Leaders were not out of pocket when running classes.

It was explained that the Friskis business model was a bit like a "franchise" with Leaders being almost "self-employed" paying their own insurance, running costs and music licencing fees. However the business model was different in so much as Friskis Sweden is not promoting itself to us, but we are taking the model from Sweden. As such we need to comply with the Friskis organisation to be able to use the brand and run classes in their name. Leaders running classes where there might be difficulties with attendance causing the Leader to be out of pocket, then the Association could be approached for support financially to allow any new class to get established as well as paying initial insurance and music licencing fees. There was a consensus from the Leaders present that they were not out of pocket and they were happy with the current arrangement of remuneration. Leaders realised that they could always approach the Committee for help if needed.

KF suggested if using an 'apprentice' model would this help with new Leader recruitment. However the Leaders didn't think that would fit with the Friskis leadership training requirements or with insurance when leading a class. 'Hosting' was also suggested where a second helper Leader could help run the class as an introduction to becoming a 'Leader'. 'Shadowing' was also discussed where a second person might show easier versions of the routine that could be followed. There were issues raised with all of these points. These included that members may want to come to a class and follow a skilled, trained Leader and that we need to be aware that we are part of Friskis – they create a structure that has to be followed. Insurance issues are of paramount importance here. Historically this was used and the case with Swedish Style Exercise but not appropriate now as part of Friskis.

16. Closing of Annual General Meeting:

The chairperson thanked everyone for attending the meeting – the association may have some difficulties with new Leader recruitment however Friskis Aberdeen is generally in good health and is still here with good quality exercise classes for all at an affordable price..

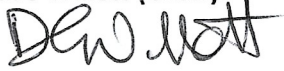
JG gave thanks to Pauline Westwood, the retiring Chairperson, for her good work, her drive, focus and ability to get things done. Those attending the meeting very much agreed with the sentiments expressed and there was a presentation made to her from the Association.

Presentations and thanks were also made to Jackie Leiper, Dave Willett, David Graham, Joanna Ewen and Sheila Lawson.

Meeting closed at 12:50pm

17. Signatures:

Dave Willett (Chair):



David Graham (Secretary):



Joanna Ewen (Minute Checker):



Rosie Leiper (Minute Checker):

