

Mountaineering Council of Scotland

Annual Report 2014



THE NORTH FACE



A year of achievement

By MCoFS President Brian Linington

This last year has seen the Mountaineering Council of Scotland deliver more courses than ever before. We've helped walkers and climbers to improve their knowledge of navigation, avalanche awareness, winter skills, first aid and of technical indoor and outdoor rock climbing skills.

We've helped children and young adults on their way to fulfilling their potential as the indoor and outdoor climbing stars of the future (and the present in some cases!).

We've reached out to the general public with potentially lifesaving advice on safety in the hills and mountains of Scotland.

And we've taken on staff to reach out to existing and potential affiliated clubs and find out what assistance we can give to help them develop and grow.

It's been a great year, and you'll read of our many successes and achievements on your behalf throughout this report.

But I think we should also be proud of some of the achievements which aren't so visible.

This last year has been one of continued consolidation of the MCoFS company. We have spent the last few years putting together company strategy, position statements, procedures, manuals and structures, and this is now virtually complete – although,

we will always have the task of reviewing documentation for accuracy and relevance.

The MCoFS has settled down nicely as a not for profit non shareholder company with clear objectives, and we have an excellent team of staff and volunteers who are working together very well. We could sit back for a while and coast along, but this is not why we joined!

Our new communications and development officers present a fantastic opportunity to do much more for mountaineering. We want to reach more people, get the important safety messages out to our members, provide more training opportunities, help clubs who want to grow and develop youth climbing as a conduit into all that mountaineering has to offer.

If this were not enough, we are also about to grasp the opportunity to purchase our office in Mill street. This should further consolidate and stabilise our situation.

In summary, the hard work of the last few years is beginning to pay off, and we are in a good position and shape to take the opportunities as they come along.

Oh yes, and, in addition, the grinding work fighting proposals for inappropriately-sited wind farms has had some modest success. It's a very good time to be part of the MCoFS.



Facing the future from firm foundations

By David Gibson, Chief Officer

This report clearly demonstrates the continued progress achieved during the past year, progress based on firm foundations established over recent years and a focused approach to operational and financial planning.

Membership growth, staff retention and financial stability are all evidence that the MCofS is an organisation heading in the right direction. We increased individual membership by 16.5% during the year and the decline in membership of clubs has halted. We finished the year with 12,300 total memberships, an increase of 6.7%.

Our strategic plan for 2013-17, upon which we based our investment application to sportscotland, enabled us to secure additional funds for club development activities, which have a clear focus on young people. This is a challenging and exciting area which requires working with new partners, putting in place new development initiatives and innovative communications to enable us to engage with a young target audience.

The appointment of Jamie Smith (Club Development) and Neil Reid (Communications) strengthened the team and both have brought new skills, experience and enthusiasm which have benefited all team members.

Our work with the media has developed further

this year and I believe that we continue to provide Scottish Mountaineering with an authoritative voice. Whilst mountain safety has experienced less of a media circus this year, Heather and Neil have done a great job maintaining public awareness of mountain hazards. Onshore wind farms continue to feature in the news and we are often arguing for the mountains against media or PR professionals supported by well-financed organisations, and government policy which is sadly lacking in protection for Scotland's superb landscapes.

What challenges lie ahead?

Many of our established clubs face the challenge of declining membership. Being part of the MCofS gives access to the many opportunities and benefits we provide and I hope that their members will read *Scottish Mountaineer*, or follow us on social media, through which we now communicate with over 5,000 followers on twitter and nearly 3,000 on Facebook. We will offer more support to clubs which wish to grow in future.

Our President Brian Linington stands down next year. Brian has brought dedication, stability and clear direction to our Board and we are all conscious that whilst his successor will inherit an organisation in good shape, there will be challenges and opportunities ahead.



High take-up on safety courses

By Michael Anderson, Mountain Safety Director

Winter fatalities in 2013-14 were significantly down on the previous winter's disturbing total. However, how much of this was due to safety work and how much was due to the appalling conditions which prevailed for much of the winter, is open to debate. High winds, heavy snowfall and high

avalanche risks deterred many from heading out onto the hills at all and, for those who did venture out, the conditions, combined with the high profile fatalities of winter 2012-13, concentrated their minds on safety.

That focus on safety has seen

many, many climbers and walkers take advantage of our mountain safety training programmes, run by our Mountain Safety Adviser, Heather Morning.

We saw 1112 participants in the programmes overall, with about half of those concerned specifically with winter safety issues. A collaboration with the Walkhighlands website proved extremely effective in driving bookings, with some navigation courses completely booked up almost on the day of issue.

We've also refined our approach in relation to university mountaineering clubs and young mountaineers, concentrating more on skills courses, which have proved extremely popular. Funding for this work has proved challenging in the past but was supported this year by the Scottish Mountaineering Trust. We are pleased to report that for 2014-15 sportscotland will provide financial support.



Students assessing the avalanche risk during a winter skills course

Spreading the word

Improved communications have played a role in spreading our safety message this past year.

Using the extra capacity provided by Communications Officer Neil Reid, Safety Adviser Heather Morning has been able to address the media more widely and more regularly.

A planned series of press releases have been issued highlighting seasonal safety issues. These have been widely used by both print and broadcast media, with radio and prime-time television interviews and good coverage in both national and local newspapers all helping to get important safety advice out to the wider public and casual walkers.

In a similar vein, we have tried to improve the knowledge of those who write the news, in a bid to reduce ill-informed reporting. A short-term communications working group set up in the aftermath of the 2012-13 winter devised a winter mountaineering media pack with relevant background information and useful contacts for reporters.

Working with others

We have tabled proposals for the reform of the Scottish Mountain Safety Forum with the aim of making it a focussed and effective body which serves the needs of the mountain safety community as well as it can.

New arrangements for the Mountain Safety Advisory Group are now bedding in well, and it is benefiting from a significant infusion of new members drawn from the MCoFS membership, which is bringing new and sometimes challenging ideas to us.

And we are continuing to work closely with partner organisations including Glenmore Lodge, Mountain Rescue Committee of Scotland, the Association of Mountaineering Instructors, Mountain Aid, Tiso and Cotswold Outdoors – as well as working on other initiatives which may bring about significant enhancements in our mountain safety capacity in 2014-15



Safety information will also feature prominently in the new website currently under construction, with the current material being revised and added to, providing an excellent on-line resource available to all.

Mountain Training

The MCoFS has continued to give strong support to the Mountain Training bodies, which in this, their 50th year, have launched new and revamped awards, and have replaced the old paper logbooks with an innovative D-Log system.

The MCoFS has also contributed considerably to a review which saw new governance arrangements for Mountain Training UK in June 2013 and Mountain Training Scotland in September.

Mountain Weather Information Service

The contract for this respected and highly popular forecasting service has been renewed for another year, and we have been supporting discussions between the service provider and sportscotland about ensuring an effective and resilient service for the long term.



Clubs looking to the future

By Michelle Sweeney, Clubs Director

Many clubs are now looking to see what the future holds— and there appears to be a growing concern for many around the recruitment of new members which is something we are committed to supporting.

One way we are looking at this is investing in social media training, which we hope to be able to offer to clubs from the autumn.

Social media can be a confusing and daunting arena to move into but plays an increasing role in many clubs, with some actually built around social media platforms. Those who have adopted it have reported big improvements in communication with members.

I am really keen to get out there and meet all interested parties so that I can gain a greater understanding of their priorities while at the same time

updating clubs of our own priorities for the coming years so it looks like I'm going to have a busy summer.

Jamie Smith, Club Development Officer, has brought a huge amount of energy and commitment to this new post, which he took up in June 2013.

Jamie's role is focussed on developing our membership with the under-25 age group, especially in clubs.

He has been busy supporting clubs across Scotland, but is also working to recruit clubs which are currently not affiliated.

He is currently liaising with organisations involved in education and youth activities to explore ways of working together to build capacity and encourage wider participation in all mountaineering activities.



BMC links

As well as introducing herself to all MCofS clubs, Michelle Sweeney has also been in contact with her counterpart in the British Mountaineering Council, with the aim of working together where possible to develop new ideas and explore new ways of engaging with members and strengthening what the MCofS has to offer.



Winds of change in the mountains

By Dave Gordon,
Co-Director for Landscape and Access

This year the landscape work of the MCofS has been dominated by relentless applications to build wind farms in our hills.

The MCofS position is clear and coherent: it is not opposed to wind turbines as a technology, it is opposed to their siting in the wrong places. It is the MCofS remit to speak out for mountains as being the wrong place, and the results of our survey in late 2013 confirmed that our actions are consistent with the majority of members' views.

This survey showed that a substantial majority of Scottish mountaineers believe that wind farms are having an adverse effect on Scotland's mountains. Across different questions, more than half were adapting their future walking and climbing plans in response to the increasing number of wind farms in Scotland, with the most common reactions being to avoid areas with wind farms and to take more trips away from Scotland.

The MCofS wants to protect mountain landscapes and it does so by firstly opposing specific proposals for development in areas where it would degrade the quality of the mountain experience and be contrary to members' interests.

The MCofS objects to around one in twenty proposals. This can hardly be considered excessive.

The second way in which the MCofS seeks to pro-

tect the mountains is by seeking to influence energy and land use planning policy. The Scottish Government has stated an intention to protect National Parks and National Scenic Areas from wind farms. If it similarly protected Core Areas of Wild Land, as mapped by SNH, then almost all Munros and Corbetts would sit within areas defined as unsuitable for wind farms.

If it also made clear that a proposed development adjacent to a protected area would only be consented if sited and designed to respect the qualities of the protected area – which 71% of MCofS members support – then it is very unlikely that MCofS would object to any wind farm applications at all.

Not all members will agree either with the MCofS policy or with its judgements on individual proposals but we have the support of a substantial majority for the actions we take. We know we disappoint some members by objecting to any wind farm—and disappoint others by how few we object to.

Our goal is to see a high-quality mountain environment supporting a thriving recreation and tourism sector in a low-carbon country. The present enthusiasm for onshore wind farms without any national plan for siting or limit upon numbers runs a very real risk of sacrificing the first two goals without achieving the third.

New director

During the year Mike Watson joined the Board as Co-Director for Landscape and Access, sharing the load with Dave Gordon.

Mike has climbed in Scotland since he was just 14 years old.

As a member of the Edinburgh University Mountaineering Club and Squirrels Climbing Group he climbed in many different areas of Scotland, Wales and the Lake District. His most active climbing period was during the late '60s and '70s, during which time he climbed several new routes on major Scottish crags.

He continues to climb in Scotland, now complementing his outdoor activities with regular visits to the local climbing wall.

Mike has had a number of climbing and ski touring seasons in the Dolomites, Swiss and French Alps, latterly mainly focused on high level walking and 4000metre peaks.

Although now retired, professionally he was a hospital doctor in Edinburgh and then Medical Director for NHS Education Scotland. He lists his particular



Mike Watson

interests as safeguarding the Scottish mountain environment, and encouraging the delivery of high quality training programmes for the full range of climbing activity.

Mike can be contacted at ml66watson@btinternet.com

Access problems

A high quality mountain environment is of little benefit if it cannot be accessed.

Access work might be thought unnecessary since the coming into force of Scotland's excellent access legislation and the Scottish Outdoor Access Code.

Sadly this is not the case.

As well as a steady flow of relatively minor issues, there is a small number of significant issues whose resolution takes time measured in years.

Top of the current list are the long-running problems at North Chesthill Estate in Glen Lyon, its emulation by the new owners at Ledgowan Estate at Achnasheen, and access to Ben Lui across the railway in Glen Lochy.

On all of these we continue to press the appropriate official bodies to take effective action to ensure unimpeded responsible access.

Hill tracks

In pursuit of a high quality mountain environment we are participating in continuing action to press the Government to bring hill tracks into the planning system.

A report in October 2013 showed why this is needed, if only to ensure that tracks are built to a proper standard.

The government continues to rely on voluntary adherence to guidance on standards despite abundant evidence that the guidance that has been in place for nearly a decade has been ignored when it suited land managers to do so.



Letting the world know what we do

This is the first time communications has appeared as a separate category in the annual report. It's a reflection on the growing work done by the MCofS in a number of different areas, and recognition of the increasingly specialist nature of communications in this age when print, broadcast and online media all play a vital role in letting both members and the public know what we offer and what we achieve.

Press releases advertising the MCofS report on the effect of wind farms on tourism in mountain areas attracted wide coverage, with Chief Officer David Gibson being interviewed on evening bulletins for STV and BBC TV and radio. The report also made the front page of the Scottish edition of the Times newspaper. We have obtained similar levels of coverage for other press releases, including important access issues.

As outlined under the heading of Mountain Safety, a major part of work in communications has been working with Heather Morning to develop a series

of press releases designed to alert people – especially those who are not members of clubs or regular readers of outdoor magazines – to seasonal dangers in the mountains. This has received a very heartening response from print, broadcast and online media, not just in using our press releases but also with more reporters contacting the MCofS with any queries for clarification rather than just 'guessing'.

The Scottish Mountaineer continues to be a major link with members and, since the August edition, has been edited by Neil Reid, Communications Officer. His appointment in June 2013 was followed in April 2014 by the appointment of Paul Webster as Communications Director.

Both are heavily involved in managing the construction of a new website for the MCofS, which aims to update and improve existing information, and make it more accessible through an improved navigation system. It is intended that the new site will be up and running before the end of 2014.

Meet the new director

Paul Webster is known to many as the co-founder of the Walkhighlands website, an online guide and forum for walkers in Scotland.

Paul has a lifelong passion for hill-walking and exploring the outdoors. In 2003-4 he undertook a 4,000-mile continuous backpack across Europe with his wife Helen.

After 10 years working in the financial services industry, Paul moved to the Highlands and in 2006 co-founded what became the Walkhighlands website.

Paul has also co-authored twelve walking guidebooks, including a guide to the Munros – having completed his own round a few years back. He has been a mem-

ber of the John Muir Trust and the Mountain Bothy Association for several years in addition to the MCofS, and currently sits on the local outdoor access forum for the Cairngorms National Park. Paul can be contacted at walkhighlands@gmail.com



Sport Development

By Kevin Howett (Mountaineering Development Officer) on behalf of Pamela Millar, Director for Development

This report covers a variety of coaching and climbing development initiatives funded from sportscotland investment, contributions from parents and sponsorship from Summit Financial Services Ltd and particularly by the Interactive Design Institute who have supported our coaching and competitions for the second year running.

Coaching activities

The bulk of the first half of the year entailed substantive work with Mountain Training (MTUK and MTS) and BMC to launch the Coaching in Climbing Award Scheme in October. The Mountaineering Development Officer also produced new resource packs for the FUNdamentals workshops.

We ran 17 FUNdamentals 1 and 2 Workshops (with 169 attendees) as well as introducing subsidised workshops for affiliated student clubs (with 28 attendees). MCofS and MTS reps also participated in the development of a Physical Training Workshop pilot with the BMC, but the MCofS Coaching Development Group decided not to implement it in Scotland until we had feedback and we investigated an alternative less advanced content. The MCofS Coaching

Development Group also organised our first Coaching Symposium held at Ratho and led by Dr Ross Lorimer of the University of Abertay, with 40 coaches, Kids Club members and parents attending. We continued to moderate our workshop providers and investigated requirements for delivery of training to schools for incorporation of bouldering in the Curriculum for Excellence with Education Scotland and the ABC Training Trust.

Coaching support to the Scottish Squad entailed eight Academies with 85 attendees and covered bouldering, sport and trad climbing and a week on the sea cliffs of Reiff. We also delivered 162 sessions of coaching to Scottish members of the GB Team.

Route-setting

We held a route-setting Safety and Design Training session for 4 new assistant setters in North Scotland and after a report of last year's events, endorsed a new series of MCS setters. Through our route-setting service we supplied 16 days setting for local kids clubs, GB Team members training and local youth bouldering competitions.

Climbing Walls

The Mountaineering Development Officer was involved in advising and supporting several major new projects: Scotland's first outdoor boulder park project in Glasgow, a new large wall in Fort William, a new Regional Centre in Lochgelly, Fife and a potential new bouldering facility in Edinburgh. Initial discussions were also held with a project for a Regional Centre in Kilmarnock.

We also gave advice and support to several school wall projects with the Speyside High School wall being opened to the public this year.

Accolades for Scottish climbers



Rachel Carr



William Bosi

Two of our young climbers made outstanding achievements during the past year. William Bosi not only was selected for both the GB Lead Team and the GB Bouldering Team, but also finished the year as world number two in the Lead Youth A category. And Rachel Carr was selected as GB Boulder Team Captain. In all we had five young climbers selected to the GB Lead Team and two selected to the GB Bouldering Team for the season. There were also four young climbers who gained grant awards from the Scottish Sports Trust, including William Bosi, who also earned the Merit Award and the Miguel Trophy for

the most improved sportsperson of the year, an award he received from cyclist Sir Chris Hoy. As joint managers of the two junior GB Teams, we selected volunteer representatives Robbie Phillips (Lead) and Alan Cassidy (Boulder) who also acted as coaches for team training days.

Climbing Competitions

The Scottish Schools Competition, the Scottish Tooling Series, The Youth Climbing Series, and its British Final, the Scottish Youth Bouldering Championships and the Lead and Speed Championships and Round 2 of the newly developed Junior British Bouldering Championship Series saw a total of 1344 competitors.

Bursary Awards

This year saw grants given to 4 expeditions (12 mountaineers), 3 competition climbers and 2 big wall trips. The former included past and present female climbers from the GUM Club and the latter included an award to a partially sighted climber who soloed a big aid route on El Capitan in Yosemite.



REALrock events

We delivered 12 events with 84 places including a weekend in Glen Nevis, delivered by Pamela Millar and other coaches.



Investing in the future for a better service

By Graham Boyle, People Resources Director

The past year has been a period of consolidation within our staff team, with significant progress having been made in delivering improved communication, club development and climbing development. The team continues to serve the mountaineering community through its mountain safety work, access and conservation, and servicing the MCofS membership.

In the year ahead the MCofS is investing resource into developing a new website and membership database system, giving members greater access to information and the opportunity to be more self-servicing. We hope this will provide more time for staff to focus their efforts on developing and deliv-

ering the services that are important to members.

We hope also to complete the purchase of our offices at the Old Granary in Perth and undertake much-needed refurbishment, which will provide staff with a more flexible work space and better facilities for visitors and other partner organisations to use.

As an organisation we continue to punch above our weight and we remain the first point of contact for issues relating to the Scottish Mountains. These wild places are important to us and we are grateful to David, Kev, Heather, Neil, Jamie, Andrea, Jane and Denise for the work they do on our behalf.

The Board

President: Brian Linington

Treasurer: Robert McMurray

Directors:

Landscape & Access:

Dave Gordon and Mike Watson

People Resources:

Graham Boyle

Mountain Safety:

Michael Anderson

Development:

Pamela Millar

Clubs:

Michelle Sweeney

Communications:

Paul Webster

Staff

Chief Officer: David Gibson

Mountaineering Development:

Kevin Howett

Mountain Safety: Heather Morning

Communications: Neil Reid

Club Development: Jamie Smith

Finance: Denise Logan

Membership: Jane Anderson

Access: Andrea Partridge





Healthy finances as membership grows

By Robert McMurray, Treasurer

The Board's prudent, cautious and conservative approach to financial management continued to pay dividends in 2013-14, with good performance, continued growth and a considerable increase in income from memberships.

As a headline figure, the end of year accounts show a surplus of £34,496, which builds upon a surplus of £26,185 in 2012-13 and a similar surplus of £26,365 in the previous year.

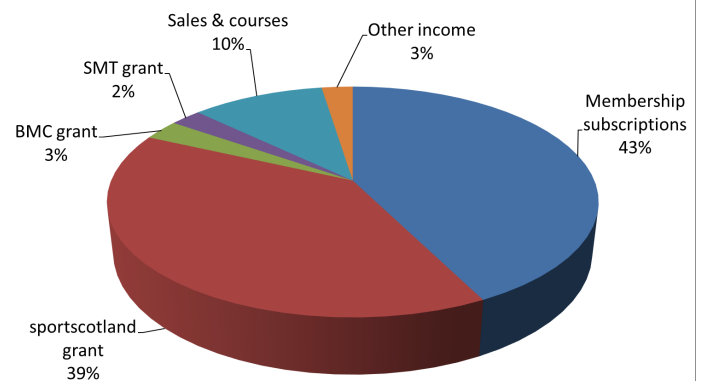
At the beginning of 2013, a longer-term (4 year) investment for Scottish mountaineering was agreed with sportscotland. This led to increased funding for 2013-14 and, subject to achieving our investment agreement targets, provides for £215,300 per annum for each of the following three years. Significant work continues, to ensure that we reach our investment targets and can justify further investment in future.

Landscape and Access work continues to be supported by both the Scottish Mountaineering Trust (SMT), and the BMC – who have confirmed their support for a further 12 months and 3 years respectively. The SMT also provided further grants in 2013-14 to support student safety courses.

We are very grateful to sportscotland, the SMT and BMC, for their continued support.

The figures contained in this report are based on the 2013-14 accounts certified by our accountants, Johnston & Co.

Income



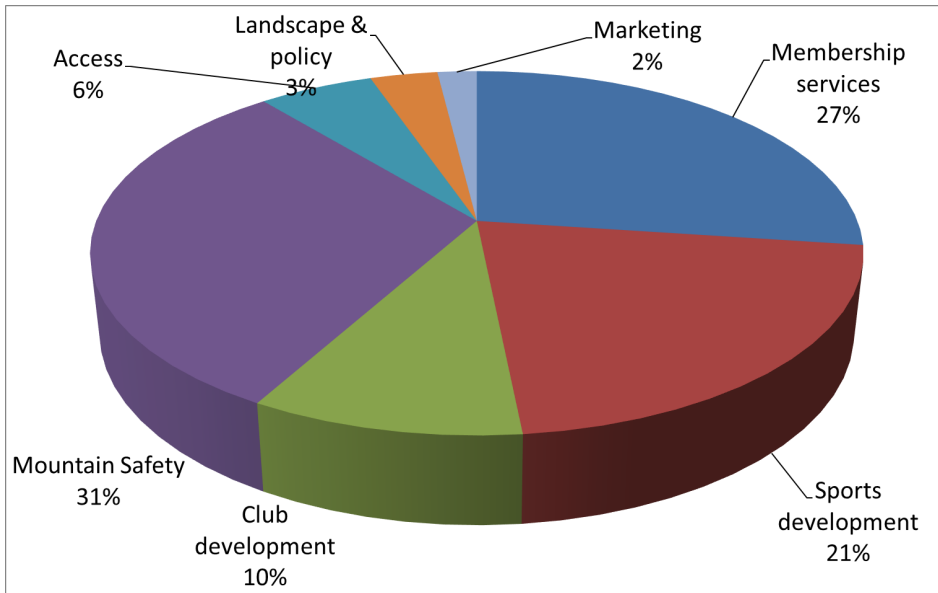
Income 2013-14

MCofS income increased by 18.8% to £519,117; of this, membership income increased by 12.7%, continuing an upward trend from last year in membership numbers.

It is also worth mentioning the further saving compared to budget on sports development costs. The apparent increase in the net cost of mountain safety courses and lectures, was due to income received in 2013-14, for courses to be run in the next financial year. For accounting reasons, this was excluded in the profit and loss account for 2013-14, and instead held in the balance sheet.

Since 2012-13, there has been a much greater focus by the Board on the planning and cost control associated with sports development and mountain safety activities and this is continuing to prove successful.

Treasurer's Report 2013-14



Total expenses 2013-14

Expenditure

Total expenditure increased in 2013-14, but can be primarily explained by two factors; increased IT and salary costs.

IT costs increased compared to budget, due to (i) the requirement from sportscotland for MCoFS to implement a new database and membership system, and (ii) the Board's decision at the end of 2013 to support the work of the new Communications Officer, and provide funding for a new website.

The increase in salary costs, is explained by the appointments in 2013 of full time Club Development and Communication Officers, and the move to employee status of our Chief Officer.

It is also important to note that increased expenditure in 2013-14 also reflects our continuing commitment to landscape and access work, utilising the grant income made available to us, for such purposes.

When considering expenditure, the first priority of MCoFS is to service its membership, with the surplus funds thereafter, used to fund its activities. In order to provide greater clarity on how subscription levels are set and where sub-

scription monies are spent, the charts which accompany this report provide greater detail on the cost of the main activity areas undertaken and the proportion of a member's subscription that goes towards them.

Balance Sheet

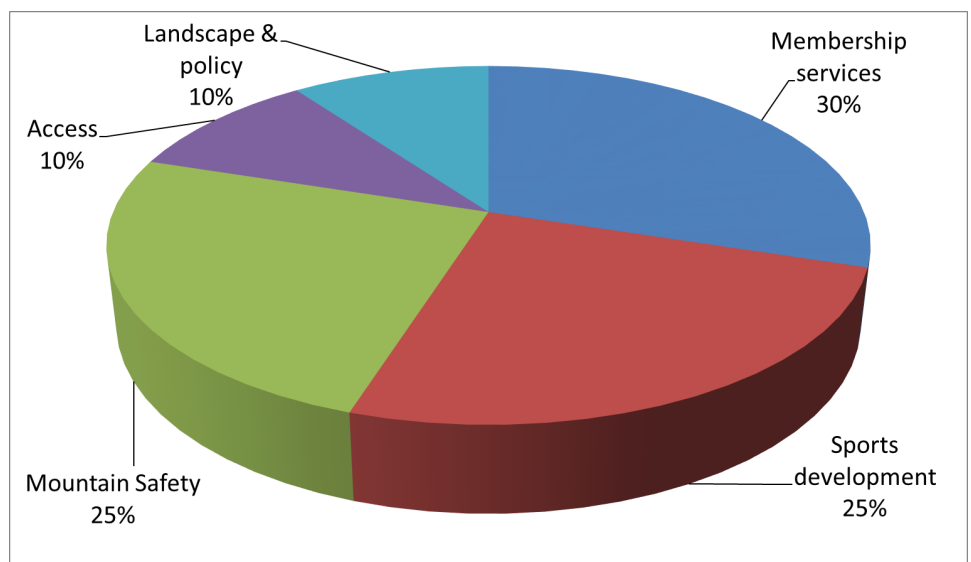
The total capital and reserves as at 31 March 2014 stood at a healthy £233,051.

Budget 2014-15

As with previous years, the Board has sought to take a comprehensive, albeit cautious and conservative approach to the budget for 2014-15, which continues to be based, on a fully-costed operational plan.

While most areas of the budget remain unchanged from 2013-14, the principal changes are to income, to reflect an increased level of membership and grant income in 2013-14 and to salary costs, to reflect the higher number of staff in the organisation, both as described above.

2014-15 is set to be an exciting year for MCoFS, with continued challenges and hard work to be done, but also an opportunity to take ownership of its offices at The Old Granary, Perth, which will provide future stability and security, in addition to an excellent long term asset and investment.



Allocation of subscription income 2013-14

The Mountaineering Council of Scotland Income & Expenditure Account

	Budget 2015	Actual 2014	Actual 2013
For the period ending 31 March			
Actuals prepared by Johnston & Co, Chartered Accountants, from the records supplied by the MCofS			
Income			
Subscriptions/fees			
Clubs	92,000	92,791	91,950
Individuals	115,000	127,039	102,834
Associates	1,440	1,170	1,355
Grants/investment			
sportscotland	226,725	203,875	155,300
Scottish Mountaineering Trust	12,600	12,600	12,600
The BMC	14,800	14,800	10,000
Donations	2,600	3,105	3,414
Sales & courses	83,670	54,159	57,724
Royalties/commission	800	1,123	451
Rents	800	1,517	1,331
Other	1,500	6,938	68
	551,935	519,117	437,027
Less cost of sales:			
Courses & comps	(104,663)	(68,218)	(57,609)
Expedition awards	(4,000)	(4,000)	(4,000)
L&A inquiries	(14,551)	(14,754)	0
Scottish Mountaineer	(13,000)	(10,750)	(11,175)
MWIS	(42,300)	(42,300)	(42,300)
MTS	(28,000)	(28,000)	(20,000)
Stock movement	0	954	(1,262)
	(206,514)	(167,068)	(136,346)
Gross Profit	345,421	352,049	300,681
Administrative Expenditure			
Officer salaries & expenses	200,609	185,193	147,562
Admin salaries & expenses	16,827	16,408	16,155
Rent	5,400	9,600	9,600
Office and admin expenses	31,700	29,731	26,390
Advertising & website	4,850	7,818	504
Civil liability insurance	35,723	35,007	36,781
Board & Advisory Group expenses	5,000	3,998	4,616
General Meeting & Gathering expenses	1,250	2,003	625
Membership database	3,348	6,711	3,378
Bank charges	4,800	4,778	4,661
Marketing	8,500	5,303	8,020
Depreciation	5,682	1,899	3,036
Miscellaneous	9,050	9,820	13,806
	332,739	318,269	275,134
Operating Profit	12,682	33,780	25,547
Interest (Net)	400	895	798
Corporation tax	-	(179)	(160)
Net surplus for the period	13,082	34,496	26,185

Meet the staff

The paid staff of the Mountaineering Council of Scotland are a small but dedicated band who work hard to deliver a quality service to the Board and all our members. Delivering advice, running skills and safety courses and safeguarding access rights, they help to make the MCofS the voice of hill walkers, mountaineers and climbers in Scotland.



**David Gibson,
Chief Officer**



**Heather Morning,
Mountain Safety
Adviser**



**Jamie Smith, Club
Development Officer**



**Kevin Howett,
Mountaineering
Development Officer**



**Denise Logan,
Finance Officer**



**Neil Reid,
Communications
Officer**



**Jane Anderson,
Membership Officer**



**Andrea Partridge,
Access Officer**

Acknowledgements

- Our volunteers, including elected members, those contributing to advisory and working groups, kids' competitions and events
- sportscotland for its continued support for, and investment in, Scottish mountaineering
- The BMC for its grant support for our landscape and access work, and partnership working on sports development and coaching
- The Scottish Mountaineering Trust for grant support for our landscape and access work and REALrock events
- Glenmore Lodge for their support for MCofS mountain safety work and their contribution to many other initiatives
- Mountain Training UK and Mountain Training Scotland for their partnership working and support for coaching initiatives
- Herald and Times Group Magazines and Scottish Walks Magazine for their support for the MCofS winter lecture series
- Members of the Scottish Climbing Wall Network for their support for climbing competitions and events
- Other sponsors and supporters including The Munro Society, Silva, Buff, Tiso and Cotswold
- The Interactive Design Institute and Summit Financial Services for their support for Children's Climbing Events
- The many members and others who have made voluntary donations during the year

