

**Minutes of the 103rd Meeting of the Ulster Hockey Management Board,
held on 16th October 2018 at 7.00pm in the Ulster Hockey Office.**

Present: Billy Pollock (BP), Peter Kelly (PK), Gareth Herron (GH), Mervyn Logan (ML), Jonny Rose (JR) Rory Capper (RC), Chris McCandless (CMcC), Iain Kelly (IK).

In Attendance: Terry Templeton (TT) Vice President UH, Jill Poots (JP) Executive Manager.


Apologies: Adare Brady (AB) President UH, Lyn Mills (LM), Ann Rosa (AR).

Item	Comments
Chairperson's Remarks	The Chairman provided an update with regards to Umpire expenses and the Committee discussed the issue at length. GH agreed to report back to the Umpires Committee the views of the Board.
Conflict of Interest	Umpires conflict of interest, GH
President's Report	President not in attendance. Written report noted.
Minutes of last Board meeting	The draft Minutes of the Board meeting on 18 th September 2018 were ratified unanimously as a true reflection of the meeting and signed by BP.
Matters Arising	<p>The Ulster Members of the silver medal winning Ireland Women's Hockey team had received their cheques in recognition of their achievement and had passed on sincere thanks to Ulster Hockey.</p> <p><u>Progress against the Operational Plan 2018-2019</u></p> <p>JP went through a presentation regarding the Operational Plan for 2018-2019.</p> <p>Growing Our Game - Active Clubs targets were all being reached apart from attracting new members from areas of HSN. JP advised that whilst we are currently ahead of Membership targets overall, when the new Hockey Ireland membership format is introduced there is likely to be a significant drop in adult players, however a growth in youth players. Concern was expressed in relation to the declining number of males playing the sport.</p> <p>It was re-iterated that more needs to be done to encourage clubs to gain Clubmark accreditation. Board members were asked to encourage their clubs to undertake the accreditation.</p> <p>Supporting Our Communities - whilst targets are being met concerns were expressed about how accurate our records are in relation to active coaches and how to increase the number of umpires, in particular female umpires. It was proposed that there is a need to identify the level of workforce needed within Ulster Hockey and develop a plan for each role. There was discussion on how to encourage people undertaking umpire training to take the next step and start umpiring.</p> <p>'Inspiring our Future Winners' targets are on track to be achieved with all Interprovincial teams finishing in the top two of their respective competitions this year and the U18s winning 1 Interprovincial title and medals at the UK School Games.</p>

	<p>Numbers selected for Ireland trials had increased on the previous year.</p> <p>'Supporting our Current Winners' is being led by Hockey Ireland. The aspiration would be for further support to come from Ireland in relation to the work of the Talent Coach.</p> <p>'Raising our Profile': More needs to be done with regards to this especially around PR for events and cup draws. Raising profile is the biggest area of weakness in terms of the operational plan.</p> <p>"Leading our sport": Incorporation needs to be led and organised by the board. Progress is being made in a number of areas, however there is much to be done.</p> <p>Staff roles will be reviewed in light of the departure of one of our Active Club Co-ordinators and the end of the Active Clubs Programme. There was discussion on how to encourage more people to become members of committees. Creating a volunteer bank or a skill set database with members was proposed. Allowing people to be involved for short periods of time on certain tasks was another potential way forward.</p> <p>IK explained that Stephen Martin may be setting up a small network of older hockey players who would meet once a quarter to discuss hockey matters. This may provide a small skill bank that we could use.</p>
<p>Standing Committee Reports</p>	<p><u>Finance</u> Kit expenditure and income has been allocated to relevant codes. It is suspected that we will be slightly behind target at the end of the year. Last year's budget has not been helpful when forecasting and comparing, as it is an annual rather than monthly budget, due to certain months with no activity.</p> <p>Three clubs have sought arrangements to paying off debt, including affiliation fees, over a period of time. It has been approved for three clubs and it is acknowledged that Ulster Hockey needs to be open minded to allow clubs to spread the payment of fees or costs that were not forecasted for.</p> <p><u>Schools</u> GH asked if the Irish Schoolboys Championships were an Ulster Uockey event with regards to umpiring and insurance. It was agreed that as Ulster Hockey is the official host this year, umpires would be covered by Ulster Hockey for insurance purposes.</p> <p><u>Competitions</u> Junior League cups matches have had a lot of forfeits due to a lack of players. Raphoe have withdrawn from the Kirk cup due to mid-week matches not being possible to fulfil.</p> <p><u>Umpires</u> There have been lots of development courses for umpires. Russell Donaldson and the Young Umpires Programme have been nominated for Sport NI's Sportmaker Awards. There is a concern that appointments are hard to fulfil with IHL 2 weekends due to a busy schedule on both Men's and Women's side.</p>

	<p>Coaching</p> <p>It is recognised that the Committee needs to support the Ulster Hockey Talent Coach more, however there are problems arranging meetings as all current members are actively coaching.</p> <p>The Committee will agree a Terms of Reference outlining how the Committee will operate under Ulster Hockey Ltd.</p>
<p>Executive Team Report</p>	<p>It was agreed that the Chairman, JP and ML would attend the Sport NI evening to review progress under Sporting Clubs.</p> <p>Sport and Law conference – the Chairman, JP and CMcC indicated that they would be attending.</p> <p>The second session of the Engage Her Programme is due to take place on 28th November.</p> <p>Dates will be arranged for regional meetings about incorporation. GH suggested that 1 presentation should be produced for every meeting which could be presented by any Board member.</p> <p>CMcC proposed that Ulster Hockey attends the Mary Peters Trust Lunch which representatives from the Ireland Women’s team are due to attend and Johnston Kennedy would sponsor 4 places.</p> <p>Incorporation feedback from committees suggested that 8 board members on the committee was not enough and that 10 would be better. PK suggested that 10 directors for a small organisation would be too many.</p> <p>It was noted that a number of clubs had offered pitches for Finals. It was agreed that a document seeking expressions of interest to host finals/semi-finals of competitions would be sent out and put on the Ulster Hockey social media channels.</p> <p>It was agreed that a Working Group around events would be established to create a protocol and ensure greater consistency in relation to Ulster Hockey events.</p> <p>The Chairs of Ulster Hockey and Hockey Ireland plus the Executive Manager had met with representatives of the NI Commonwealth Games Council who were keen to explore if there was an appetite for two NI Hockey teams to participate in the 2022 Commonwealth Games. If there was an appetite, significant issues around player eligibility, team eligibility, qualification and preparation costs would need to be addressed and the FIH, and Commonwealth Games Federation would need to be involved in such discussions at an early stage. CMcC considered that nothing would catapult the sport more than participation in the Commonwealth Games. Hockey Ireland and Ulster Hockey are positive about the idea and it was agreed that Ulster Hockey should contact both Hockey Ireland and the NICGC to confirm our interest.</p>
<p>Correspondence – email from Peter Jackson</p>	<p>BP outlined a letter from Peter Jackson seeking information regarding Military links with Hockey in Ulster. CMcC advised that the Museum in Lisburn had included a section on Hockey in Lisburn as part of the Centenary exhibition of WW1. The former Curator who has just retired, may be able to provide more information. BP agreed to</p>

	feedback to Peter Jackson and request information from clubs.
AOB	Advice had been sought in relation to a query from the Disciplinary Committee about the use of video evidence.
Date of next Board Meeting	20 th November 2018 The meeting closed at 21.45.

APPROVED : 
CHAIRMAN (L. Nello)

DATE : 20th NOV 2018