

Minutes of the 106th Meeting of the Ulster Management Board, held on 15th January 2019 at 7.00pm in the Ulster Hockey Office.

Present: Billy Pollock (BP), Mervyn Logan (ML), Gareth Herron (GH), Jonny Rose (JR), Rory Capper (RC), Lynn Mills (LM), Ann Rosa (AR), Iain Kelly (IK).

In attendance: Adare Brady (AB) President UH, Jill Poots (JP) Executive Manager.

Apologies: Peter Kelly (PK), Chris McCandless (CMcC), Terry Templeton (TT) Vice President UH

Item	Comments
Chairperson's remarks	BP welcomed all to the meeting.
Conflict of Interest	None declared
President's Report	<p>The President's written report was noted and the President congratulated the staff on the successful indoor youth hockey tournaments held on 6th and 13th January. The clash of dates with the Senior Women's Indoor Championships was disappointing – due to the short indoor season. It was acknowledged that it was difficult to get umpires to cover all the events. The Young Umpires had performed well at the Youth Tournaments.</p> <p>It was noted that there was currently no trophy for the Ulster Senior Women's tournament and it was agreed to check if there was a suitable trophy in the office that could be utilised for the event. The President apologised for not being able to present the medals for the Senior Women's Tournament. It was agreed that where similar clashes occurred for the President, that the office should be notified. The President thanked Ulster Hockey staff and Simon Bell from QUB for organising the tournament.</p> <p>The President advised that Hockey Ireland was seeking nominations for Life Members. It was agreed that if anyone had any suggestions for Life Members they should be sent through to the President or AR by the end of January 2019.</p>
Minutes of last Board meeting	<p>GH advised that at the last meeting he had stated that the Umpires would pay their own affiliation fees to the IHUA. It had been agreed at the Umpiring Working Group that this was due to come into effect in the 2019/20 season and not in 2019 as stated in the Minutes and potentially understood from the last meeting. Board Members considered the Minutes reflected what had been said at the time, even if it had not been the intent.</p> <p>The draft Minutes of the Board meeting on 20th November 2018 were proposed by IK, seconded by LM and ratified unanimously as a true reflection of the meeting and signed by BP.</p>
Matters arising	The issue of insurance for panel and club umpires was discussed and ML advised he was looking into this for next season.

<p>Standing Committee Reports</p>	<p><u>Finance</u></p> <p>ML advised the Board that his forecast, based on the end of December 2018 finance reports, is that Ulster Hockey will make a substantial loss in 2018/19.</p> <p>It was strongly recommended that the Management Board spends time considering how to make savings and generate further income in 2019/20, in time to put proposals forward for the AGM. Clubs will need to know of any increase in affiliation fees in order that they can apply any increases to their membership fees. It was noted that ML and BP are to meet with JP to consider 4 year financial projections and the outcome of this would be brought to the next meeting.</p> <p>Over the Christmas and New Year periods £7k was raised through gate receipts at the 3 Finals Days.</p> <p>It was noted that fees are still outstanding from some schools - however all clubs' fees have been paid – either in full or a significant proportion.</p> <p><u>Schools</u></p> <p>AR reported on the last Joint Schools Committee, noting that all Schools' Cup competitions were on track. AR advised that there was still concern about the Boys' Schools' reluctance to undertake penalty shoot outs in line with the FIH and Hockey Ireland Rules. It was agreed that BP would write to the Chair of the Boys' Schools Committee to instruct that all drawn Knockout Schools Cup matches are to be concluded with a penalty shoot out in line with the Rules of hockey.</p> <p>AR had asked the Chair of the Boys' Schools Committee about the cost of pitch hire for the John Waring tournament scheduled for April. It was agreed JP would follow up with Chris Harte.</p> <p><u>Competitions</u></p> <p>The Competitions Committee reported that all Cup Finals scheduled over Christmas and New Year had been completed successfully and in favourable weather. He thanked Lisnagarvey HC, Belfast Harlequins and NICSSA for hosting the finals. Unfortunately some fines were being levied for the non-return of some trophies for the Junior League Cup Finals.</p> <p>The Management Board agreed to refer the post-match pitch incident at the Junior League 3 Cup Final to the Disciplinary Committee as a breach of the Code of Conduct.</p> <p><u>Umpires</u></p> <p>The new Ulster Hockey Code of Conduct has been put on the Umpires Portal. BP requested that JP ensures it is promoted through social media as well as sending to Clubs and Schools.</p>
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	<p>GH advised that the Umpires Committee is planning to run an Umpiring seminar led by a Dutch Umpire.</p> <p>GH outlined the current position in relation to Umpire Compliance Statistics at the 1st review point. In particular it was noted that:</p> <ul style="list-style-type: none"> - Mens Premier League – all clubs above the compliance rate; - Women’s Premier League – 5 clubs are currently below the compliance rate; - Mens Intermediate League – 6 clubs are below the compliance rate. - Ladies Senior 1 – 4 clubs are currently below the compliance rate; - Ladies Senior 2 – 6 clubs have failed to comply on at least one occasion; - Ladies Senior 3 - 6 clubs have failed to comply on at least one occasion; <p>GH confirmed that letters have been sent to all clubs noting their current compliance statistics and advising them of the potential compliance rate at the end of the season. The next review date is at the end of April 2019.</p> <p>It was reported that the Hon Secretary of the Umpires Committee had stepped down due to work commitments – a new Honorary Secretary is currently being approached.</p> <p>Coaching</p> <p>It was reported that since the last meeting applications for coaching roles with the underage squads for 2019 had been considered.</p> <p>Disciplinary</p> <p>There was no report from the Disciplinary Committee. It was agreed that the BP would contact the Chairperson of the Disciplinary Committee to receive an update.</p>
Executive Team Report	<p>It was reported that the President, Chair and Executive Manager attended the Belfast Telegraph Awards Dinner on 14th January 2019 to represent Ulster Hockey. Congratulations were noted to Shirley McCay, Ayeisha McFerran and Eugene Magee who won awards and also to the Ulster U18 Boys’ team who were shortlisted for the Junior Team of the year award.</p> <p>It was noted that Hockey Ireland would be attending the Ulster Hockey Club meetings to advise clubs on the new Membership System. It was agreed that Ulster Hockey should support the introduction of the system as much as possible as it would also provide opportunities to modernise and streamline the management of the game in Ulster.</p> <p>JP thanked Board Members for their attendance and openness at the workshop with staff to consider the values and culture of Ulster Hockey. A summary of the discussions was provided to Board Members who were unable to attend. Volunteers had agreed to undertake further work on the areas of communication, joined up</p>

	<p>working within Ulster Hockey, being open to new ways of working, the development of youth hockey and the Mission Statement of Ulster Hockey.</p> <p>JP advised that she would be meeting with Des Jennings from the Sport NI Sports Institute to arrange the next workshop.</p> <p>A meeting had taken place with the Solicitor to further consider Incorporation. Some final amendments to the draft Articles has been agreed along with a timeline to enable the Members to formally consider and hopefully approve the Articles at the AGM scheduled for 21st May 2019.</p> <p>Members were shown the state of the Anderson Cup and it was agreed to seek quotations for the Cup's repair.</p> <p>Quotations had been received from 4 Companies to provide an HR service to Ulster Hockey. JP advised the Board of the costs and terms that had been submitted. It was agreed to offer the contract to the HR Doc.</p> <p>JP advised that through the Sports Councils Legal Panel Framework Ulster Hockey had been offered Pro Bono legal support to undertake a review of the current Disciplinary, Complaints and Appeals processes. The Board agreed to this work being commenced immediately with Worthington's Solicitors.</p> <p>The Board noted planned work by staff in the areas of Youth development, Workforce Development and Talent Development</p> <p>Work is still progressing in a number of areas including longer-term financial planning, commercial plan, funding and sponsorship proposals.</p>
Hockey Ireland	BP advised that the meeting with the Chair and staff of Hockey Ireland to consider a range of issues, had still to be arranged.
Correspondence	BP advised that he had received communication from Owls LHC in relation to umpiring. GH had kindly provided a comprehensive response.
AOB	There was no AOB
Date of next meeting	Tuesday 19 th February 2019. The meeting closed at 21.30pm

APPROVED

DATE

W. White
LW Clowen - CHAIR

19th Feb 2019