

Minutes of the 137th Meeting of the Ulster Hockey Management Board, held on 16th November 2021 at 7.00pm at Ulster Hockey Office & Zoom Conference call

Present: Billy Pollock (BP), Iain Kelly (IK), Ann Rosa (AR), Christine Reid (CR), Mervyn Logan (ML), Peter Kelly (PK), Gareth Herron (GH), Tim Cockram (TC), Kenton Hilman (KH), Linda Johnston (LJ)

In attendance: Rosie Rea (RR) President, James Wray (JW), Marc Scott (MS) Executive Manager

Apologies: Jonathan Rose (JR), Neal Lucas (NL)

Item	Comments
Chairperson's remarks	<p>The Chair thanked all for attending the meeting.</p> <p>The Chair noted that he would be attending the Sports Law Conference on 19th November (online) along with the Executive Manager.</p>
Conflict of Interest	<p>No conflicts other than standing HI conflict – BP, IK, AR</p> <p>All Board members to return renewed Conflict of Interest declarations.</p>
President's Report	<p>RR provided a report and noted that she had met with the Executive Manager ahead of the meeting to discuss operational matters. The following was highlighted:</p> <p>21st October - Belfast Royal Academy photograph taken with the Schools Cup, Captain Eve Thompson and Vice-Captain Emma Uprichard. The holders, Belfast Royal Academy were defeated in the 1st round by Wallace High School.</p> <p>23rd October- Visit to Northern Ireland Civil Service. The results did not go the way of NICS, the Men's 1stX1 v QUB score 1-4 and the Ladies' 1stX1v Bangor 1-3.</p> <p>30th October - Visit to Killeel where she was warmly greeted by the President, John Bird. Thank you for the bouquet of flowers, calendar and the hospitality. Two entertaining matches with plenty of goals, the Men's 1stX1 drawing 4-4 with Belfast Harlequins and the Ladies 1stX1 defeating Owls Ladies 4-3.</p> <p>13th November - Ulster Elks match v Lurgan. Elks after being 1-0 down and having many attempts to score won 2-1.</p> <p>14th November - Accompanied Ann Rosa, President of Hockey Ireland to the U18 and U16 Ladies Interpros, Ulster versus Connacht at Three Rock Rovers, Ulster U18s winning 4-0 and Ulster U16s winning 7-0. A wonderful start in their first matches in the Interpro series. Congratulations to the</p>

	<p>Players, Coaches, Managers and the young Umpires and thank you to Three Rock Rovers for providing the facilities.</p> <p>The President has received the following invitations which she has gratefully accepted to the following events:</p> <ul style="list-style-type: none"> • Banbridge Hockey Club 125th Anniversary Dinner to be held on the 12th March 2022 in the Belmont Hotel in Banbridge. • Deidre Hargey, MLA Minister for Communities invitation to the reception to mark the 125th Anniversary of hockey in Ulster and to formally launch the New Ulster Hockey Strategy 2021-2026 to be held on the 24th November 2021 in the Great Hall, Parliament Buildings, Belfast. • The Ulster Hockey 125th Anniversary Dinner on the 21st January 2021 in Belfast City Hall.
Minutes of last Board meeting	Subject to agreed amendments the minutes were agreed as an accurate reflection of the meeting. Proposed AR seconded PK
Matters arising	None noted
Standing Committee Reports	<p><u>Executive Manager's report</u></p> <p>MS provided a report and highlighted the following areas:</p> <p>Fees - All fees invoices have been issued to clubs with a deadline of 30th November for payment. Currently approximately 1/3 of fees have been settled. Schools' fees are up to date. All outstanding fees from 2020/21 have been settled by the 31st October deadline.</p> <p>125 Dinner - Following confirmation of the City Hall as venue for the 125 dinner a budget is being completed to identify ticket costs at £50. Tickets are on sale and a number of clubs have already booked tables and the event is on track for ticket sales.</p> <p>The Good Relations Programme - commenced 4th October 2021. 8 week collaborative programmes with the GAA are continuing:</p> <p>Hazelwood Integrated College – 20 participants Glengormley High School – 20 participants Abbey Community College – 35 participants</p> <p>In the programme the participants are involved in 4 weeks hockey and 4 weeks Gaelic. A one off hockey session was delivered at St Malachy's School with the intention to extend this to a programme.</p> <p>Budget - There has been a review of the 2021/22 budget in light of current activity and current financial position. This was presented to the Finance Committee in November. A 5 year budget is now being compiled for consideration in December and January.</p> <p>Youth Development - The YDO attended a launch of AED training and CPR awareness training being delivered as a project by Youth Forum member Anna Pim. This programme is supported by Ulster Hockey, St Johns</p>

Ambulance and sponsored by Belfast City Airport.

Sport NI Funding - An application process has been issued inviting submissions by 3rd December 2021. In this process there is an opportunity to bid for an increased award, and it is intended that a small uplift is requested based on the new strategic outcomes.

Staff Structure - A wider staff restructuring proposal has been provided to the Chair and discussed at the Finance Committee from a budgeting perspective.

Companies House - Dormant Company Accounts declaration has been registered with Companies House for the 2020/21 financial year. From 1st April 2021 we have operated, as Ulster Hockey Ltd and these accounts will be submitted annually going forwards.

Peter Kelly is no longer registered as Company Secretary and this registration has been transferred to the Executive Manager.

Finance & Governance Committee

Thanked staff for the input into managing the finances.

ML noted there was some discussion required around staff matters and staff structures.

Noted that the accounts were currently showing a high level of surplus, but there were still some expenditure items to be reflected.

Noted the receipt of a kind sponsorship offer to support Talent Development.

Query raised regards Charities registration and noted that a discussion was required to consider the position and clarify roles and responsibilities and implications of Charity Registration.

It was raised that there needed to be a more formal and focussed approach to risk management.

Participation & Development Committee

Committee scheduled to meet on 18th November.

- Competitions Sub Committee

The leagues are continuing with a small number of disruptions due to COVID.

Kirk Cup and Denman Shield draws have been made and fixtures scheduled with semi-finals scheduled for 19th December in a 'Super-Sunday' format. Finals scheduled for 27th December.

It was noted that normal business was being considered by the Committee in respect of match related queries.

There have been requests from 2 clubs to enter additional teams to the leagues – PSNI and Belfast Harlequins.

- **Schools Sub Committee**

Planning for the McCullough Cup is ongoing with Semi-Finals scheduled for 1st December and finals on 8th December.

These matches are to be played at Lisnagarvey Hockey club after their successful tender. It was noted that liaison with Kyle Lunn, Lisnagarvey Chair were extremely positive.

- **Umpires Sub Committee**

LJ reported that there were no issues to be raised for decision.

Work was ongoing, continuing the progress with developing the Umpires Pathways.

3 Umpires workshops had taken place with a large uptake of places. There is potential for further sessions in early 2022.

Video snapshots were being developed for social media to promote umpiring.

4 clubs are currently non-compliant with rules regards provision of umpires. Those clubs are currently being engaged to discuss and assist.

BP noted that the publication of umpires' assignments on social media has been positive and noted the improving availability. It was noted that communication to clubs regards no umpires being available could improve.

It was agreed that Neal Hermon and Lyn Morrow deserved credit as appointment co-ordinators.

It was noted that good progress was being made in developing Young Umpires.

IK raised that Queens University had created a development pathway for umpires. LJ agreed to link up with Chloe McIlwaine to discuss and look to align umpire development.

- **Youth Sub Committee**

Youth Blitz events are up and running. The Executive Manager and Participation & Development Chair are currently working to establish a Youth Committee.

Coaching & Pathways Committee

TC provided a report on progress in this area.

	<p>It was noted that there was an issue in terms of delivery of a L3 course and the pathway. It was advised that a meeting was being scheduled with Phil Oakley (now full time Coach Development Officer with HI) with the meeting to include the UH Talent and Workforce Development Officers.</p> <p>Terms of reference have been developed for a mentoring programme but with limited progress. It may be necessary to look outside of hockey to deliver.</p> <p>It was advised that there would need to be a discussion to review the new format of the Interpros and in particular the U21 age category.</p> <p><u>Ethics Welfare & Inclusion Committee</u></p> <p>This Committee is still under development</p> <ul style="list-style-type: none"> - Disciplinary sub-committee <p>GH provided a report on behalf of the Disciplinary Committee. It was highlighted that:</p> <p>The Panel met on the 04.11.2021 to consider a Red Card Report awarded on the 23.10.2021. Following deliberation, the Panel decided that Coach should be suspended for 1 match. The outcome was published on the UH website and the suspension has been served.</p> <p>The Panel also noted that Ulster Hockey had just issued its first automatic one match suspension due to a player accumulating 20 minutes of temporary yellow card suspension since the start of the season. The club were advised of this sanction and the player has since served the one match suspension.</p> <p>To date there have been 39 Yellow cards reported in Mens' hockey and 18 in Ladies hockey.</p> <p><u>Communications, PR & Marketing Committee</u></p> <p>It was noted that development of this Committee was a priority.</p>
Ulster Hockey Events	No report
Hockey Ireland	<p>Hockey/GAA Facilities Project</p> <p>BP provided an overview of the initial discussions being held with HI and GAA regards a facilities development project focussed on the border counties.</p> <p>Hockey Ireland EGM Survey</p> <p>MS advised the Board of the data derived from the survey circulated to all clubs. It was agreed that there was no clear position of the UH clubs articulated and that whilst it is the Board's position to support its clubs this would require abstention.</p>

	<p>The Board acknowledged the work of JR, PK and MS in liaising with clubs in sometimes difficult scenarios.</p> <p>MS was advised to write to HI to ensure the UH President could attend/access the EGM in an observational capacity.</p>
Correspondence	<p>Invite to the Annual Human Rights Statement at Stormont – 9 December 2021, 12-2pm. BP requested the availability of a representative at this event.</p> <p>Communications received regards the development of a suggested 125th Anniversary service of remembrance. It was agreed that MS & BP would liaise on this issue and respond with thanks but decline to take up kind offer.</p>
AOB	None raised
Date of next meeting	<p>Tuesday 14th December</p> <p>The meeting closed at 20.45</p>