



Minutes of the 138th Meeting of the Ulster Hockey Management Board, held on 18th December 2021 at 7.00pm by Zoom Conference call

Present: Billy Pollock (BP), Iain Kelly (IK), Ann Rosa (AR), Christine Reid (CR), Mervyn Logan (ML), Peter Kelly (PK), Tim Cockram (TC), Kenton Hilman (KH), Jonathan Rose (JR), Neal Lucas (NL)

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

Apologies: Linda Johnston (LJ), Gareth Herron (GH)

Item	Comments
Chairperson's remarks	The Chair thanked all for attending the meeting.
Conflict of Interest	No conflicts other than standing HI conflict – BP, IK, AR
President's Report	RR provided a report She drew particular attention to: <ul style="list-style-type: none"> - her attendance at the reception to mark the 125th Anniversary of hockey in Ulster and to launch the new strategy at Parliament Buildings; - attendance at the Indoor Youth Championships at the Antrim Forum; - Attendance at the Interprovincial matches in early December.
Minutes of last Board meeting	Proposed AR seconded PK
Matters arising	Recruitment of Chair – NL advised that there would be a need to push the advertisement of this role over the holiday period. Issue was raised regards the difficulties encountered by Ulster Hockey staff on the gate at the recent Interprovincial event. This is to be raised at the 4P working group.
Standing Committee Reports	<u>Executive Manager's report</u> MS provided a report and highlighted the following areas: All fees invoices have been issued to clubs with a deadline of 30 th November for payment. Only 4 clubs are outstanding fees and reminders have been sent and acknowledged. Schools' fees are up to date. Following the Hockey Ireland EGM, there has been a limited number of contacts from clubs in this regard. Responses are being provided week

commencing 13th December and a meeting is to be scheduled with HI to discuss a potential Ulster Hockey allocation.

The NI Executive Good Relations Programme will be open for applications for 2022/23 with a closing date of 13th January 2021.

The strategy was launched on 24th November at Parliament Buildings. The event was hosted by Communities Minister Deirdre Hargey and feedback from members was positive.

The Talent Coach has been focussing primarily on the Interpros with the following results:

Boys U21 v Leinster 1-3 (5 December)

Boys U16 v Leinster 4-1

Girls U16 v Leinster 1-1

Girls U18 v Leinster 3-1

There was a specialist goalkeeping session for the TDP goalkeepers on 10th December 2021 at BHS delivered by David Harte, Ayeisha McFerran and Ann Veenendaal. This provided an opportunity for our young goalkeepers to meet and be trained by 3 of the world's leading goalkeepers.

An application process was issued inviting submissions by 3 December 2021. In this process there is an opportunity to bid for an increased award, and an application was submitted seeking investment for 2022/23 of £157,140. This represents an increase of £26,400 with the additional funding focussed on supporting:

- A small uplift in salary contribution to recognise the ongoing incremental increases since 2017;
- Investment to support an online platform to support and align e-learning opportunities and club accreditation;
- Investment to support a review of competitive hockey.

Andrew Brown (YDO) has tendered his resignation and finishes in his role on 17th December 2021. The recruitment process for a replacement has commenced with a closing date of 17th December.

The recruitment process for the Ulster Hockey Chair has been launched with a closing date of 7th January for expressions of interest.

Finance & Governance Committee

KH provided an overview of the discussions at the Finance Committee highlighting the following areas:

- Transfer of the bank account to the new Limited company. This was linked to the amendment of the bank mandate and signatories.
- The review of the service and value for money being provided by the pensions provider.
- The development and imminent launch of the Coaching App.

- The review of the monthly management accounts – which are presented to the Board.
- The Finance Committee and Executive are reviewing the Development costs to provide a clearer breakdown of the sources of the income.
- The potential financial risk by commitment to the Anniversary Dinner. The Finance Committee are content that this is being managed and no unnecessary costs are being committed.
- The budget is to be reviewed in January.

The Board undertook an initial discussion regards the future staff structure of Ulster Hockey. MS left the meeting for this discussion.

Participation & Development Committee

Terms of reference for the committee were proposed by CR, seconded by IK and adopted.

A potential review of competitive hockey was discussed by the Committee. MS is to meet with Ulster Rugby to discuss a similar review undertaken by them in 2021.

- **Competitions Sub Committee**

It was noted that the impacts of COVID on the leagues was increasing – with Queens Ladies particularly affected.

It was advised that there had been issues with the fixtures schedules where full seasons’ fixtures were sent to clubs and not just phase one (pre-split). It was noted that this was in contradiction to the Competition Rules which had previously been circulated.

A proposal is to be made to clubs to resolve the situation with the options to:

- Continue with the split and void the results of any match played in error; or
- Continue the leagues without a split and have each team playing each other twice.

The decision agreed upon would be applied in both Men’s and Ladies’ Premier Leagues.

IK advised that he was seeking Board approval to implement a vote of clubs. The Board agreed to this request.

It was noted that the results on the website were not entirely up to date. It was advised that this was a work in progress and women’s results in particular were now being uploaded to the website.

It was advised that there remained issues with clubs being unwilling to travel to play fixtures in Raphoe. IK advised that he would be writing to the clubs in question to determine the reasons for this issue. It was suggested that a review of the rules may be required to strengthen sanctions for non-

fulfilment of fixtures. ML suggested that financial penalties may be effective. It was confirmed that Raphoe had fulfilled all Belfast based fixtures.

It was noted that a number of issues were providing challenge to the scheduling of the Kirk Cup and Ulster Shield fixtures on 19th December, such as:

- Postponements of fixtures due to weather and COVID;
- The announcement from HI regards Junior Age group matches which were not included in the agreed calendar;
- HI Indoor training sessions which has been scheduled outside of the agreed calendar.

As such the Competitions Committee is proposing that the Semi Finals be scheduled for 27th December and that the finals are played on New Year's Day.

MS is to liaise with sponsors and venues regards the amended fixtures.

It was noted that Kyle Lunn and Lisnagarvey Hockey Club had been extremely flexible and helpful in terms of the scheduling of the matches.

Issues were raised regards the Umpires' portal – IK to discuss with Neal Hermon.

- **Schools Sub Committee**

Ann Rosa reported back on the developments in schools hockey, providing a written report. The following areas were highlighted:

- Banbridge won the McCullough Cup in a final v Wallace. The event ran relatively smoothly and MS advised a healthy profit on the event through the success of the tender process for hosting.
- AR reiterated the positive comments regards Kyle Lunn and Lisnagarvey, noting the assistance provided in hosting the McCullough Cup. AR Also noted the commitment of the UH staff all of whom were in attendance.
- It was noted that an increase in the number of schools in the Belfast Senior Cup (girls) was recorded.
- It was advised that all draws for the girls schools cup were made on Monday 17th December.
- AR congratulated Andrew Brown and Jonathan McMeekin on a successful Indoor Championships.

- **Umpires Sub Committee**

LJ provided a written report in her absence.

Specific reference was made to compliance issues.

- **Youth Sub Committee**

	<p>No report. It was noted that the Youth Development Officer, Andrew Brown, was ceasing employment with UH on 17th December. A recruitment process was underway.</p> <p>The Board's appreciation of the efforts of AB was recorded.</p> <p><u>Coaching & Pathways Committee</u></p> <p>TC provided a report on progress in this area. There has been no further meeting of the Committee.</p> <p>TC advised that he had met with Phil Oakley, FT Coach Development Officer with HI.</p> <p>Hockey Ireland has advised they are hopeful of scheduling a Level 3 course in September 2022.</p> <p>TC advised that he was yet to meet with HI Performance Director Adam Grainger.</p> <p><u>Ethics Welfare & Inclusion Committee</u></p> <p>A written report was provided in GH's absence.</p> <p>The number of cards being issued – in the men's game in particular – was noted.</p> <p><u>Communications, PR & Marketing Committee</u></p> <p>An update on the planning for the dinner was provided. It was noted that the COVID situation would be monitored and there was potential to postpone the event. MS to liaise with Belfast City Hall and ensure no non-refundable costs were incurred.</p>
Ulster Hockey Events	No report
Hockey Ireland	No updates
Correspondence	None
AOB	<p>Congratulations were recorded for Johnny Bell on his retirement from international hockey and his exemplary service to hockey in Ireland.</p> <p>BP registered his thanks to MS and the staff for their efforts over the last 12 months; and thanked all Board members and Committee members for their contribution.</p> <p>It was noted that BP and the Board were looking forward to the year ahead, completion of the Board transition and implementing the strategy.</p>
Date of next meeting	<p>Tuesday 18th January</p> <p>The meeting closed at 20.55</p>

