



Minutes of the 141st Meeting of the Ulster Hockey Board, held on 15th March 2022 at 7.00pm by Zoom Conference call

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

In attendance: Rosie Rea (RR) President, Marc Scott (MS) Executive Manager & Company Secretary

Apologies: Linda Johnston (LJ)

| Item | Comments |
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| Chairperson's remarks | The Chair welcomed everyone to the meeting. He noted the identification of a new President (elect) and Vice-President for the incoming year and thanked the past Presidents for their efforts in identifying new candidates. |
| Conflict of Interest | No conflicts other than standing HI conflict – BP, IK, AR |
| President's Report | RR provided a written report She highlighted in particular that her schedule had been busy around schools' hockey, attending a number of finals at Stormont (girls) and Banbridge (boys). She commended the schools Committee for their work. |
| Minutes of last Board meeting | Proposed PK seconded AR |
| Matters arising | Following a recruitment process, Sarah Little was being recommended to the Board for the role of Communications & Marketing Director. NL provided an overview of the process and the perceived benefits Sarah can bring to the Board. Proposed NL, Seconded BP and agreed by all. SL joined the meeting and all members provided introductions. |
| Standing Committee Reports | Executive Manager's report MS provided a report and highlighted the following areas: An indicative letter of offer has been received for investment of £140,140, a |

£10,000 increase on 2021/22. MS is to meet with the SNI representative to be advised of the focus of the increase.

The launch of the DfC Sports Strategy is scheduled for April 2022. Ulster Hockey will be represented through providing training sessions to selected school children invited to the event and through Shirley McCay being involved as one of 4 leading sportspersons in a panel Q&A as part of the launch.

An invite has been received for MS to join the Ulster University School of Sport Employers Advisory Board. This is further recognition of the significance of Ulster Hockey in the sports sector.

MS attended NICSSA presentation regards the potential redevelopment of the Stormont Sports Facilities. Some significant plans are in place, which will have a direct benefit to hockey with new pitches to be laid in the existing site, development of the indoor area and stands developed overlooking the pitches.

Sponsorship for 2022/23 has been agreed with ICW (£5,000 pa 2 years) and Darren Costello (£5,000 pa 3 years) in respect of the Talent programme. Details of sponsorship for schools' hockey is being finalised (£2,500 pa for 3 years)

Finance & Governance Committee

Financial reports provided.

KH noted the following:

Financial position currently strong with accounts currently showing a profit of £17,000.

A review of the Lilleshall trip has been agreed at the Finance Committee and MS is to discuss with TC from a performance perspective.

Audit – MS and KH are to meet with Johnston Kennedy ahead of the audit.

Budget – MS & KH to meet and agree budget for 2022/23.

Fees – The Finance Committee were making a recommendation that the Ulster Hockey fees should increase as follows:

Schools – from £95 to £120

Clubs – from £365 to £400

The Board were in agreement that this was not an appropriate time to raise fees whilst there remains a lack of clarity and an element of member dissatisfaction with the HI fees issue.

It was agreed to return to the Finance Committee to advise that there should be no change in fees for 2022/23 and that a more significant increase be considered in the future.

BP suggested that this should be advised to the membership at the upcoming AGM ahead of an increase for 2023/24

Staff salaries – the Finance Committee had considered the staff salary situation and recommended a 3% increase for all eligible staff members.

Proposed PK, seconded ML and agreed by all.

BP to write and advise staff, MS to follow up with individual, detailed communications.

Appeals fee – it was discussed that the ‘appeals fee’ of £150 was low. It was agreed to benchmark against other sports (MS).

GH advised that the current fee for complaints against an umpire is £250.

Decision to be deferred to the next meeting and it was noted that the by-laws still required review.

Participation & Development Committee

- Competitions Sub Committee

IK reported back that:

The leagues were progressing well and that some had now reached conclusion.

IK was meeting MS & NB in the office to plan the Senior Semi Finals and Finals.

The Ladies Plate & Shield finals were scheduled for April 2022 with the Men’s likely to be end April/start May.

An overview of the ongoing issue around the postponement of the Newry v NICS match was provided for information.

- Schools Sub Committee

AR advised that there was a large programme of schools finals taking place at present.

There had been very positive feedback from a number of schools however one schools had continued to cause issues around scheduling and staff engagement. MS to meet with the Head of the school to discuss.

AR expressed her thanks to the Umpires for supporting the schools finals programme.

- Umpires Sub Committee

A survey regards umpiring is being finalised to be circulated to clubs.

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| | <p>The Umpires wish to resurrect the ‘RESPECT’ campaign.</p> <p>Compliance rates of Umpires is reasonable with 2 Men’s and 2 Women’s PL teams and 1 women’s Intermediate team currently in breach.</p> <p>The Umpire’s Development Committee continues to push the development of Umpires.</p> <p style="text-align: center;">- Youth Sub Committee</p> <p>Primary schools finals and club blitz finals are taking place throughout March and April.</p> <p><u>Coaching & Pathways Committee</u></p> <p>TC advised that there was little to report since the 1st March meeting.</p> <p>It was advised that discussions around the coaching pathway with HI had slowed due to the integration of a new HP Director.</p> <p>It was advised that all of the U16 and U18 teams were in their respective Interprovincial finals with the girls scheduled for 3rd April and boys for 10th April. All matches taking place in Leinster.</p> <p><u>Ethics Welfare & Inclusion Committee</u></p> <p>No formal disciplinary meeting since March 1st Board meeting.</p> <p>GH advised that current stats were:</p> <p style="padding-left: 40px;">Male – 100 Yellow cards Female – 43 Yellow cards</p> <p>It was noted that there was a second player now serving an automatic suspension through the ‘totting-up’ process.</p> <p>GH expressed disappointment with the level of reporting from Junior Hockey regards cards.</p> <p>It was advised that the other Provinces were considering adopting the same cards system as Ulster.</p> <p><u>Communications, PR & Marketing Committee</u></p> <p>No formal report</p> |
| Ulster Hockey Events | No report |
| Hockey Ireland | It was agreed that the proposal from HI to employ a Development Officer in the Ulster region was not fully appropriate principally due to the existing structure in the region and potential threat to existing funding. |

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| | MS to respond to HI in this regard and engage with HI to discuss a potential alternative. It was agreed that MS would lead on this operational area. |
| Correspondence | <p>MS had received correspondence regards inviting the President to the Instonians Ladies anniversary dinner. Process advised to the club.</p> <p>MS had written to Northern Cricket Union to raise some concerns regards quotes attributed to the NCU CEO which were perceived as negative towards Ulster Hockey.</p> <p>The Hockey Huskey had been in receipt of fan mail from the USA. MS to respond.</p> |
| AOB | <p>It was agreed that the April meeting would be the final one for the outgoing Board members.</p> <p>It was confirmed that the Anderson Cup would not take place this season.</p> <p>MS advised that there may be an opportunity to invite Ghana to have their pre-games training camp in NI – potentially at Jordanstown – following their qualification for the Commonwealth Games. This would provide an opportunity for test matches for Ulster squads and act as a profile raising opportunity for the sport.</p> |
| Date of next meeting | <p>Tuesday 19th April</p> <p>The meeting closed at 9.04pm</p> |