



Minutes of IHUA Committee Conference Call on Wednesday 6th April 2016 at 9:00pm

Present: Chair - Warren McCully (WMcC), Eamonn McFerran (EMcF), Peter Murphy (PM), Robert Johnston (RJ), Gillian Johnston (GJ), Aisling Keogh (AK), Geoff Conn (GC), Graham Hohn (GH) & Tom Goode (TG).

Apologies: Nil

The Chairman welcomed everyone on the call and thanked them for their time.

A quorum was achieved. It was unanimously agreed that all decisions made at the Committee Meeting in Pembroke HC on Sunday 3rd April 2016 be confirmed and endorsed. The notes of that meeting, having previously been circulated to all present on this Conference Call, are hereby ratified and agreed as formal minutes.

Notes of the meeting on Sunday 3rd April 2016 attached below.

Matters Arising

1. TG emphasised the importance of the high performance end of the umpire development pathway reiterating that Irish umpires will badly miss out if they are not nominated for future U4E and UDP schemes. AK expressed her concerns about the lack of investment in grassroots umpiring especially with the lack of young umpires in ladies hockey at provincial, national and international level. All agreed. WMcC confirmed that papers will shortly be sent to Hockey Ireland with strong recommendations from IHUA covering all aspects of the Umpire Development Pathway from grassroots to high performance. All the recommendations concern national and provincial umpiring.
2. GH & GC sought confirmation that IHUA will pay €2,100 towards the cost of Shane O'Donnell's UDP participation and that Shane will be asked to fund the remaining €2,100. WMcC confirmed that is the proposal and he will speak to Shane now that the Committee has agreed the way forward. GC further proposed that IHUA write to EHF to let them know the commitment to UDP being made by IHUA and the individual himself.

Sponsorship

3. A short discussion ensued on SoHockey's very generous offer to assist with sourcing a major sponsorship partner and supplying gear in return for both sponsors being acknowledged. AK considered we need a robust business case to promote the case for sponsorship. GC has also been speaking to other prospective companies and will continue to work on the proposal being now and the AGM. WMcC said it was important to look at all options so that by the time of the AGM we are in a position to move forward.

4. WMcC added that he remains keen to find an individual sponsor for this season's EYHL Finals Weekend which would be a good opportunity to show what we can offer.

Date of Next Meeting

WMcC closed by thanking everyone for their attendance. The next meeting will be held immediately before the AGM as previously agreed.

There being no further business the call closed at 9:35pm.

Minutes prepared by Robert Johnston
6th April 2016

continued over >

**Notes of IHUA Committee Meeting
held at Pembroke Wanderers HC
on Sunday 3rd April 2016 at 10.30 am**

Present: Chair - Warren McCully (WMcC), Eamonn McFerran (EMcF), Peter Murphy (PM), Robert Johnston (RJ) & Gillian Johnston (GJ).

Apologies: Aisling Keogh (AK), Geoff Conn (GC), Graham Hohn (GH) & Tom Goode (TG).

The Chairman welcomed everyone to the meeting and thanked them for their attendance.

A quorum was not reached so it was agreed that all matters discussed require later endorsement. It was further agreed to convene a conference call within 7 days to seek the full Committee's approval, or otherwise, of all decisions made at this meeting.

Minutes of Previous Meeting

5. The minutes of the previous meeting, having been distributed in advance, were agreed by everyone present as a true and accurate record.

Matters Arising

6. Work on the Introductory Course is on-going. This will be completed after the end of the current season and in advance of the next batch of courses which are likely to be run before the start of next season.
⇒ **ACTION: WMcC**
7. The press release is written in draft. PM will issue to all Committee members.
⇒ **ACTION: PM**
8. TG working on new Coaching Course.
⇒ **ACTION: TG**
9. Hockey Ireland has yet to be contacted re Umpires Coordinator expenses. Figures to be supplied by GH.
⇒ **ACTION: WMcC & GH**
10. Club nominated umpire details were submitted to Richard Kendrick and Brian Caruth as agreed. PM asked who will collect fines from clubs and what will be done with the money collected. WMC replied that Hockey Ireland will administer collection of fines and all fine money will handed to IHUA to be reinvested in umpiring.
11. All other actions were completed as agreed or are covered later in the agenda.

Correspondence

12. Email complaint received from 1st XI Manager of Ulster Elks HC regarding an EYHL match when it was alleged an IHUA umpire called a player "stupid" during the game. Umpire denied using that word. No other evidence was available. Hockey Ireland considered that as no formal complaint had been submitted by Ulster Elks it could not be

dealt with under their disciplinary procedures. WMcC spoke to Ulster Elks Manager and the matter was resolved amicably with no further action.

13. UDP & U4E schemes – letter from EHF explaining new nomination process, additional costs and responsibilities on national association costs. Noted.
14. New process for An Garda Siochana central vetting commences 29/4/16. Consequently the current Hockey Ireland vetting form expires 8/4/16 and all future submissions must be on new forms. Noted.

Finance

15. Hockey Ireland confirmed Umpire Development grant aid of €3800 per annum over two years. Conditions are in place restricting its use for development of umpires in Ireland at domestic level but not to include international umpire development through FIH/EHF umpire development initiatives. The normal IHUA grant from Hockey Ireland in addition is expected to be @ €750. WMcC to write letter to Hockey Ireland thanking them for allocated money but to emphasize the importance of FIH/EHF umpire development projects.
⇒ **ACTION: WMcC**
16. PM asked about money from Hockey Ireland for radios. WMcC confirmed this is separate from the umpire development grant and emanates from EYHL sponsorship.
17. Written Treasurer's Report submitted by GH:
 - Current a/c balance is €4823.03;
 - 2015 accounts are being audited by Crawford Tipping; income €14,495 against expenditure of €12,368 leaving an expected surplus of €2,127;
 - Deposits for EYHL radios totalled €950 therefore real surplus is €1,177;
 - IHUA spend on additional radios was €2,527 – WMcC confirmed this is to be reimbursed by Hockey Ireland before the start of next season;
 - Two IHUA members still owe their €25 subscription;
 - Hockey Ireland asked for further €90 for Young Umpires course held in May 2015 due to reduced umpire attendance but significant overhead costs remaining.
18. AIB bank account and on-line now set-up – signatures required from TG & GC.
⇒ **ACTION: GH, TG & GC**
19. WMcC asked Committee to consider umpire development grant of €3800 per annum. As it cannot be used for international umpire development it leaves IHUA needing to find a means to pay for umpires nominated to UDP and U4E. A long discussion ensued on merits of UDP/U4E and implications for the IHUA Umpire Development Pathway.
20. Shane O'Donnell is to commence his UDP programme soon. IHUA hoped that Hockey Ireland would contribute to cost of UDP but this money will not be forthcoming. Shane has agreed to pay €700 per year for 3 years (€2,100) leaving IHUA to pay €700 per year for 3 years (€2,100). WMcC asked can IHUA find this funding without impacting other umpires' development? We need to find an income stream to help fund our high performance umpires. WMcC proposed asking Shane O'Donnell to pay 50% of total cost of UDP with IHUA to fund the remaining 50%. All agreed.
21. U4E for 2016/17 application forms have now been received from EHF. Applications must be accompanied by a commitment by the National Association to pay if any umpire is selected. PM proposed submitting Russell Donaldson, Christine Reid & Malcolm Coombes and dealing with the cost issue later in discussion with Hockey Ireland.

⇒ **ACTION: WMcC**

Sponsorship

22. A number of approaches have been made to companies in Ulster, Leinster and Connaught plus an international corporate contact. Most have declined but some of the discussions are on-going with the possibility of a successful outcome.
23. WMcC mentioned IHUA still have the sponsorship deal with Gilmour Sports for shirt sponsorship but we will need to consider our options for next season due to agreed stock shortages and a shirt emblem which is 'out of date'.

Hockey Ireland Communications

24. Kate Russell tournament – problems with umpire availability for tournament held on a Thursday and Friday. No-one available to take time off work without recompense. This was flagged to Hockey Ireland as a symptom of the bigger problems of finance and a small pool of umpires across the country. Hockey Ireland sympathised with IHUA position. This case has highlighted the problems already raised by IHUA.
25. WMcC & PM have been drafting a report to Hockey Ireland with recommendations on the development of umpiring. WMcC confirmed the next IHA Board Meeting is scheduled for 10/4/16 so all agreed the report should be submitted in advance of that meeting.

⇒ **ACTION: WMcC & PM**

Irish Umpire Working Group

26. No update since IHUA last meeting.

Umpire Development

27. The sessions with EYHL coaches and the National umpiring panel on 24/1/16 were very successful. Thanks to everyone who participated and helped - WMcC, RJ, TG, Carol Metchette & Ray O'Connor. Videos and briefing material was sent to all participants after the meeting. RJ proposed going back out to coaches after end of season to ask if they saw improvements in the 2nd half of season. All agreed.
28. PM mentioned that Limerick HC are likely to propose at the Munster Hockey AGM that all umpires are paid €30 per match irrespective of the level of the match. He believes the motion will be defeated but it is pleasing to note that clubs are supportive of the concept.

Tex Solutions – Umpire Portal

29. Add-on modules are being considered to enhance the current system but payment of additional costs are to be negotiated with Hockey Ireland. Munster have raised an issue with their implementation. WMcC to follow-up with David Lane to correct the problem.

⇒ **ACTION: WMcC**

Umpire Grading/Selection/Fitness

30. WMcC advised that the Committee gave a commitment to devising a new IHUA selection criteria/policy at the start of the current season. A draft proposal has been produced. In outline terms, the Appointment Coordinator will retain the bulk of responsibility for drafting appointments but will have the support of two Selection Committees – one each for Men's and Ladies' hockey - prior to being published. The Selection Committee can amend and/or endorse the Appointment Coordinator's draft appointments. The Selection Committees and respective Umpire Co-ordinator, together will do the appointments for

inter-provincials, national semi-finals and finals and international appointments. The Appointment Co-ordinator and Selection Committee will be expected to follow the extra guidance re appointing of umpires. Once the draft proposal is finalised it will be sent to all Committee members for comments before submission to the AGM. **ACTION: WMcC, PM & TG**

31. Further work is to be done on defining selection criteria for the EYHL Umpiring Group now that the first season has elapsed and we are more knowledgeable with the structure and requirements of the league. A draft proposal will be distributed to all Committee members for comment. **ACTION: WMcC**
32. A number of Umpire upgrades were agreed by correspondence in past month:
 - Rob Abbott & Richard Cowan to B* Panel;
 - Neil Mackey to National Development Panel.
33. Julie Beamish has two positive reports above current grade. All agreed Julie to be upgraded to National Development Panel.
34. Eamonn McFerran was upgraded to accredited Umpire Assessor. TG to review Terry Templeton's assessment reports for possible upgrade.
35. Committee agreed to consider Rob Abbott and Christine Reid to be added for nomination to the EHF Indoor Umpiring Panel. **ACTION: TG**
36. WMcC appealed for all photos of umpires at national finals and other national matches to be sent to WMcC and GJ for publication on IHUA social media sites.
37. PM mentioned EHF EuroHockey U18 Boys and Girls tournaments at Garryduff in Cork from 24-30 July 2016. He asked if IHUA would consider an informal development event for umpires during the tournament. All agreed Munster could organise locally under the auspices of IHUA with support from the development money. PM and Malcolm Coombes to lead. PM will submit a proposal to IHUA regarding the event. **ACTION: PM**

Any Other Business

38. Date and venue for IHUA AGM – confirmed for Sunday 29th May 2016 at Pembroke HC. EMcF queried whether the IHUA AGM must be held before the Hockey Ireland AGM. WMcC confirmed this is not necessary.
39. RJ raised issue of Ulster Hockey using the word “dubious” to describe an umpiring decision in Men's Irish Senior Cup Final. All agreed this was an inappropriate word on the website of a provincial governing body. Ulster Hockey will be asked to change the wording of their report. If not, IHUA will write to Hockey Ireland to raise the matter.
⇒ **ACTION: RJ**

Date of Next Meeting

The next Committee meeting will be held immediately before the AGM on 29/5/16.

WMcC closed by thanking everyone for their attendance. There being no further business the meeting closed at 1:30pm.

Notes prepared by Robert Johnston
3rd April 2016

5th April 2016

Summary of Agreed Actions

Para Ref	Action	Who
2	Introductory Course to be completed after end of season	WMcC
3	Press release circulated to all Committee members	PM
4	New Coaching Course to be completed	TG
5	Contact Hockey Ireland re Umpire Coordinator expenses	WMcC & GH
11	Letter to Hockey Ireland re funding of FIH/EHF umpiring initiatives	WMcC
14	Bank account signatories to be completed	GH, TG & GC
17	Umpires for Europe (U4E) application submitted to Hockey Ireland	WMcC
21	Report on Umpire Development recommendations to Hockey Ireland	WMcC & PM
25	Problem with Tex System in Munster to be resolved	WMcC
26	Proposal on Umpire Selection Committees to be completed	WMcC, PM & TG
27	Proposal on revised EYHL Umpire Group selection criteria	WMcC
31	Rob Abbott and Christine Reid to be nominated for EHF Indoor Panel	TG
33	Proposal regarding umpire development event at EHF tournament in Cork	PM
35	Speak to Ulster Hockey re website ISC Final report	RJ