



**Minutes of IHUA Annual General Meeting -
Pembroke Hockey Club, Dublin
Saturday 8th September 2018 at 10.30 hrs**

Present: HI President – Martin Canniffe (MC), IHUA Chairperson - Warren McCully (WM), Robert Johnston (RJ), Peter Murphy (PM), Rob Abbott (RA), Rob Argent (RAr), Les Allen (LA), Paul Arneill (PA), Tara Browne (TB), Kris Cholewa (KC), Malcolm Coombes (MC), Linda Coughlan (LC), Fiona Davitt (FD), Gillian Garrett (GG), Neal Herman (NH), Graham Hohn (GH), Eamonn McFerran (EMcF), Dave Kenna (DK), Carol Metchette (CM), Gillian Garrett (GG), Gill Hohn (GiH), Fiona Davitt (FD), Christine Reid (CR), Malcolm Coombes (MC), Louise Daly (LD), Alison Keogh (AK), Ian Strange (IS), Colin Hutchinson (CH), Noel McBride (NMcB), Neil Mackay (NM), Jamie Aiken (JA), Rupert Christie (RC), Sarah Canning (SC), Andrew Gray (AG), Jim Butler (JB), Darryl Reamsbottom (DR), Tanya Schafer (TS), Gareth Herron (GH), Kieran McGoldrick (KMcG), Aisling Keogh (AK).

Apologies: David Acheson, Paul Bonar, Julie Beamish, Adare Brady, Zenia Howe, Finbarr Kelleher, Richard Kendrick, Joe Connolly, Stuart Egner, Lyn Morrow, Russell Donaldson, Bev Gray, Peter Grier, Tom Goode, Brian McQueen, Carol Metchette and Geoff Conn.

The Chairperson welcomed the Hockey Ireland President and everyone to the meeting.

1. **Confirmation of the minutes of the last AGM** - The minutes were accepted as an accurate reflection of the 2017 AGM.
2. **Correspondence** - No correspondence received
3. **Chairperson's Report** - (Warren McCully)

Good morning everyone and thank you for your attendance. I would like to extend my thanks to Hockey Ireland President, Martin Canniffe for kindly accepting our invitation to Chair today's meeting. Thank you it's very much appreciated.

I would like to thank everyone who served on last year's Executive Committee. Your support to me was incredible and you gave so much time and commitment to ensuring that we made the progress we set out to achieve. Graham Hohn, as treasurer, took on extra responsibilities in his post and was extremely efficient. Tom and Jamie as always

had the hardest job of all on the appointments side – appointments have become a 12 months of the year job which has its own challenges. I would like to thank Jamie for his period in the role and wish him all the very best as he concentrates on the umpire coaching side of things. I would also like to thank Robert as you know looks after the assessing/coaching appointments which are very important for development purposes as well as ensuring all international reports are put onto our system. Peter, Eamonn, Geoff and Fiona are also an integral part of the Executive Committee as we concentrate our efforts on sponsorship and new clothing.

Last season was hugely challenging and as an Executive Committee we are so grateful for the support we received from you, our membership. Trust me, it really did drain away a lot of my energy and enthusiasm for the sport and I don't think I was the only one!

I want to make this absolutely clear – our work is not about victory or power but it's about giving you –

- The Association you require
- An Association that has the financial structure and processes that meets the requirements of all we do and a better future for umpiring
- An Association that can work with Management Team of Hockey Ireland without this constant pain.

That said, it is important to extend my gratitude to Hockey Ireland for the increased level of expenses that we now receive at national level. I sincerely hope that all the Provinces follow suit and give all umpires at provincial a proper level of expenses which reflects their time and commitment to umpiring.

It is also important to acknowledge the financial assistance that Hockey Ireland has provided for EHF umpiring initiatives and young umpire training days. This is a very positive step and needs to continue for the foreseeable future. As I have said in previous years, money for umpire development strategies at both provincial and national level is imperative and essential.

There is no question that there needs to be a dramatic increase in the numbers of umpires officiating at provincial level. This should not be left solely to the provincial umpiring associations – they require the full support for their provincial management team. I would also call on the Hockey Ireland to stress to the provinces the absolute importance of umpire recruitment and the significant annual growth of provincial panels for at least the next 5 years. In particular, we need far more females taking up the whistle and it is our intention to do a promotional scheme on this. Hopefully, the successes of Carol Metchette and more recently Alison Keogh can act as inspiration.

Last year saw, a pilot scheme of the young umpire programme take off in Ulster. This is massively important and I cannot stress the need for everyone to make this programme a success – this is our future.

Clearly, there remains work to do and certainly within the Executive Committee we are fully committed to work tirelessly on your behalf.

Finally, I would on behalf of IHUA we would like to wish Martin a very successful term in office as Irish President and hopefully you can bring even more success to Irish Hockey than you have already! The achievement of the women’s team at the World Cup was truly magnificent and there is not one person in this room who wasn’t captured by the whole atmosphere, emotions and media frenzy which followed.

Thank you.

Adoption of the report proposed by Dave Kenna and seconded by Graham Hohn.

4. Honorary Secretary’s Report – (Eamonn McFerran)

I don’t wish to say a whole lot to you. As you have already heard it has been a busy year and hopefully we are heading in the right direction regarding umpire matters in Ireland. My role as your secretary is not that difficult. Umpire numbers continue to decrease and we need to work with all others in hockey to stop that happening and start to increase our numbers. Despite this we continue to send umpires worldwide and this year in particular mention must be made of Ali Keogh who umpired at the women’s World Cup in London. Carol Metchette was also there assisting with coaching of video umpires. So we have people at the highest level in world hockey and we have others on that pathway. The ladies World Cup will live long in our memories and we will all remember where we were when the ladies lifted silver in London. And what a team performance it was.

Adoption of the report proposed Percy Henchy and seconded by Rob Argent.

5. Honorary Treasurer’s Report - (Graham Hohn)

Income & Expenditure Account year ended 31 December 2017

		31/12/2017	31/12/2016
Fees	3	3334	3662
Development Income	4	2675	6034
Other Income	5	16850	430

TOTAL INCOME		22859	10126
Admin Expenses	6	2133	3866
Committee members' expenses	7	1995	1925
Umpire Development Expenses	8	18015	1738
Bank Interest & Charges		212	167
TOTAL EXPENDITURE		22355	7696
SURPLUS for the year		504	2430

Balance Sheet at 31.12.2017

		31/12/2017	31/12/2016
Fixed Assets	9	0	1045
Debtors	10	9263	4208
Bank Account	11	11515	5672
TOTAL ASSETS		20778	10925
Creditors	12	(12413)	(3064)
REPRESENTED BY			
Income & Expenditure Account	13	8365	7861

NOTES

1 Irish Hockey Umpires' Association. The inaugural General Meeting of the Irish Hockey Association took place on 24 September 2000 at which the rules and constitution were adopted. The Constitution of the IHUA was ratified by the Council of the IHA at its meeting on 10 February 2001. The assets and liabilities of the former IHUA (dissolved on 24 September 2000) and the Irish Ladies HUA (dissolved on 23 July 2000) were taken over by the new IHUA.

2 Grant – Hockey Ireland (HI). Historically the IHUA has met some or all of the cost of umpire travel and development expenditure. The IHA now supports the IHUA by paying this expenditure directly.

Umpiring expenses met directly by IHA	31.12.2017	31.12.2016
Tournaments	9081	5941
Travel (inc EYL expenses)	21027	18334
Development Expenditure	<u>4259</u>	<u>4238</u>

34367

28513

(Extracted from IHL accounts for year ended 31 December 2017)

The format of umpiring expenses directly met by HI has changed as part of discussions between HI and IHUA. It has been agreed that the expenses and the related development costs for the EYHL are going to be paid through IHUA and not via HI. IHUA has invoiced a fixed service fee (in agreed 3 parts) to HI to cover these costs. The arrangement for tournaments (International Travel) is expected to follow the current pattern.

3. Fees

CHUA	54	81
LHUA	1242	1458
MHUA	567	621
UHUA	<u>1471</u>	<u>1502</u>
	3334	3662

4 Development Income

Hockey Ireland domestic development	2675	3800
Hockey Ireland refund radios	<u>0</u>	<u>2234</u>
	2675	6034

5 Other Income

HI – EYHL travel expenses	15000	0
EY Sponsorship	300	0
Contributions to Introductory Courses	1550	0
Umpires refunds	<u>0</u>	<u>430</u>
	16850	430

6 Administration Expenses

Telephone expenses	731	1520
Depreciation	1045	2309
Foreign Exchange adjustment	194	0
Misc	<u>163</u>	<u>37</u>

	2133	3866
7 Committee Member Expenses		
Travel	1665	1495
Room Hire	<u>330</u>	<u>430</u>
	1995	1925
8 Umpire Development Expenses		
EYHL Training	3331	1738
EYHL Travel Expenses	<u>14684</u>	<u>0</u>
	18015	1738

9 Fixed Assets

	31/12/2017 total	radios etc	other equipment
COST			
At beginning of year	4617	3742	875
Additions radios	0	0	0
At end of year	4617	3742	875
DEPRECIATION			
At beginning of year	3572	3135	437
Charge for year	<u>1045</u>	<u>607</u>	<u>438</u>
At end of year	4617	3742	875
NET BOOK VALUE	NIL	NIL	NIL
Net book previous year	438	607	438

Equipment is written off over 2 years. The charge for the year, 1045 euro (31/12/2016 : 2309 euro) is included under administration expenses.

10 Debtors

	31/12/2017	31/12/2016
Fees	2713	3083
HI EYHL Travel expenses	5000	1125
Miscellaneous	<u>1550</u>	<u>NIL</u>

	9263	4208
11 Bank Accounts		
Bank of Ireland current account	0	1098
Bank of Ireland deposit account	0	239
AIB current account	7009	4345
AIB current account sterling	<u>4506</u>	<u>-10</u>
	11515	5672
12 Creditors		
Committee expenses	67	376
Radio deposits refundable	981	981
Umpire Development expenses	272	1075
EYHL travel expenses	10653	0
Administration expenses	<u>440</u>	<u>632</u>
	12413	3064
13 Income & Expenditure account		
Opening Balance	7861	5431
(Deficit)/Surplus for the year	<u>504</u>	<u>2430</u>
Closing Balance	8365	7861

Information delivered by Graham Hohn. Our thanks were extended to Crawford Tipping for his auditing of the figures. No questions from the floor re finance.

Adoption of the report proposed by Fiona Davitt and seconded by Neil Mackay.

6. National Men's Umpire Co-ordinator's Report - (Tom Goode)

(Absent so forwarded report read by Eamonn McFerran)

For the season just concluded, I made 397 appointments (according to the portal) but this doesn't include appointments made after cry-offs! While cry-offs are inevitable, it is the late cry-off that has the greatest effect as it has a knock-on effect on provincial

games and also the hassle it causes for the appointments coordinator. So please, put a little bit more thought into your planning process.

Many congratulations to all who were selected to the various finals & playoffs. The lack of negative critical feedback was a testament to the standard of umpiring you provided so take a bow! As usual, there is disappointment among you about not getting appointed to finals but unfortunately, it's impossible to please everyone. Just to note, I had plenty of choices for each final so that's healthy. I think if you look back over appointments over the last number of years, you will see a very fair spread.

A new batch of umpires is now performing on the international stage and are beginning to find their feet and starting to progress through the ranks, which is good to see. Of course, it would be remiss of me not to mention Ali Keogh and her appointment to the Women's World Cup - a fantastic achievement and a sign of more to come. As I point out every year, IHUA members have represented Ireland a numerous Olympics and World Level events over a long number of years.....

At this stage, I would like to thank each and every one of you for your help and cooperation over the last year. Without fail, you have come up trumps when I have asked you to change to a different game or to accept a last minute appointment – THANK YOU!!

My thanks also go out to the provincial appointments secretaries – Malcolm, David & Gareth. I'm sure you really looked forward to seeing my number appear on your phone screens on a Friday evening.

Finally, I would like to thank one person in particular, and that is Warren McCully. I don't think people realise how much work Warren puts in. The start of season just gone was particularly difficult and Warren deserves great credit for the dignified way he handled himself during the well documented process, despite the level of personal abuse hurled his way by some of the powers that be in Irish Hockey! Over the years, Warren has been a sounding board for me when things got tough and his advice is always greatly appreciated by myself. Thanks Warren!

Best of luck to you all

Adoption of the report proposed by Percy Henchy and seconded by Neil McKay.

7. National Ladies Umpire Co-ordinator's Report – (Jamie Aiken)

The first thing I'd like to say is a massive thanks to all the ladies and indeed men that got me through last season. The ladies were fantastic last year in their approach and attitude to:

- * making themselves available;
- * accepting last minute changes;
- * seeing the same clubs two or three weeks in a row at times; and
- * having to umpire with men far too often!!!

The 16/17 season was difficult with the size of panel available but this past season was, well, let's just say not enjoyable from my perspective never mind the umpires. Here are just a few of the EYHL appointment stats from last season:

1. Panel size started with 11 but was very quickly down to 9 members;
2. Linda was the only umpire with 100% availability and also did the most games, 19;
3. Linda also gets the award "Umpiring the most games with a man";
4. Julie picks up probably the least wanted award "Team Bonding" for umpiring the same team, Cork Harlequins, eight times with Linda running a close second doing Belfast Quins 7 times;
5. Belfast Quins were the team that had the most male umpires during the year, 13 just ahead of Ards on 12;
6. 65% of the games, 117, were covered by ladies and 35%, 63, by men, this means that one in three games were umpired by men;
7. The worst week was 27th January when men filled 7 of the 10 umpiring slots; and;
8. The award for "The most appointed man" goes to Graham Hohn with 8 games putting him ahead of a some of the ladies.

Whilst there is some humour in the stats I owe a massive debt of gratitude to all the ladies and indeed men for going out of their way to accommodate matches, doing mid-week games, doing last minute changes, doing games that we were only informed about the day before, and doing it all with a smile on their face. I'm genuinely surprised my phone number and email address were not blocked by more people!!!

Last year I said that working with such a small number of people to cover 5 matches each week was both challenging and rewarding at the same time. This year I don't think it was fun for anyone and I must be honest and say between the size of the ladies' panel, availability, having to at times coerce men to umpire, what I felt were restrictions placed on travel and the need to keep expenses as low as possible it was simply not an enjoyable year. In the previous season I did my best to put people on a game because of its importance, their development, and how I knew people worked together, sadly this year it was just about getting matches covered and that is simply not right or fair on the players, on me, but especially not fair on the umpires.

While the EYHL was the major focus of appointments I cannot forget the help of all the other umpires that have been appointed to Irish Cup games throughout the season and from all corners of the four provinces. Without these dedicated individuals, some travelling long distances or doing games at short notice we could not have covered as many games as we did. Allied to that has been the support of the four provincial appointments secretaries who have also been very helpful throughout the year. I'd especially like to thank Adare Brady and Gareth Heron from Ulster who supplied or released the most umpires to cover both Irish and EYHL games, frequently at very short notice.

And finally many, many congratulations to all the female umpires from Ireland who have officiated at so many tournaments over the past 16 months and have done such a magnificent job representing hockey in Ireland, really well done!!!

Adoption of the report proposed by Ali Keogh and seconded by Gill Hohn.

8. Notices of Motions received in accordance with Constitution

The proposed amended Constitution was sent out to all members in advance of the meeting, including the proposed amendments and changes.

Graham Hohn suggests raising increase of fees from €27 to €30. Dave Kenna asked why. GH stated continuing increase in running and in two years there will be no funds in the account. Gareth Herron asked for feedback to UH re value for money and benefit to provincial members. WMC stated that NPUA costs are £125 per person. GH asked re clothing and insurance.

Notice of motion proposed by Graham Hohn and seconded by Fiona Davitt. Passed.

9. Election of Officers

Chairperson – Warren McCully. Proposed by Peter Murphy and seconded by Gareth Herron. After being elected unopposed Warren thanked everyone and stated that this will be his final year as Chair.

Vice Chairperson – it was agreed that the Executive Committee would try and elect a VC after the AGM as there were no nominations.

Secretary – Eamonn McFerran. Proposed by Noel McBride and seconded by Dave Kenna. **Treasurer** – Graham Hohn. Proposed by Fiona Davitt and seconded by Rob Abbott.

10. Election of Executive Committee

Robert Johnston, Geoff Conn, Peter Murphy and Fiona Davitt – Proposed by Percy Henchy seconded by Neil Mackay.

11. Election of National Men's Umpire Co-ordinator

Tom Goode - Proposed by Percy Henchy, seconded by Dave Kenna

12. Election of National Ladies Umpire Co-ordinator

Kim Collins - Proposed by Eamonn McFerran, seconded by Peter Murphy

13. To fix and agree membership fees

See amendment to membership fees as per Point 8 - €30

14. Appointment of Auditors

It was agreed that Crawford Tipping would act as Auditor.

15. General business

Dave Kenna (LHUA) assertion that he does not feel that IHUA committee is fit for purpose. He wants the four committee members replaced by one from each province. He believes things happen differently in different provinces and that there is a disconnect between IHUA and the provinces. WMC stated that he would like a greater connection. President asked that incoming committee look at this matter. DK feels 2 or 3 meetings a year is not enough. President said that specifics could be sorted out via a phone call. DK stated that provinces should have someone on the committee that is on their provincial committee. EMF stated that an opportunity was missed at the above election when LHUA could have proposed someone for election to the IHUA committee. Aisling Keogh stated that on behalf of Connaught that she had been on the IHUA committee and found it approachable and that communication was very good.

Jamie Aiken asked re clothing. WMC stated that things are in the pipeline but we are trying to get sponsorship to reduce costs to members especially as some members will not have the use of the clothing as much as others. JA cited some people not having clothing when representing IHUA and this was sending out the wrong message.

Percy Henchy. We never seem successful in recruiting umpires. The GAA targeted young members of clubs and students. Possibly advertise people from outside of hockey. In football linesmen and referees get paid 50 or 60 euro. President stated he was against paying for umpires. The clubs has to be the source. JA stated that junior umpires are getting paid more than EYHL umpires. Tara Browne people don't umpire because of having no confidence not because they don't get paid. WMC stated he received an email from triathlete who wants to take up hockey umpiring. This was passed to Linda Ingram as he lives in Athlone. DK - In Leinster no more carrot just stick.

Clubs have been told to send people to training sessions or they will be fined. Gareth Herron Ulster has similar problems and introduced the stick approach. All clubs had to provide an umpire. One club was fined £1000 for not providing an umpire.

There being no further business Martin Canniffe closed the meeting and thanked all the umpires for their work throughout the year. He also commented that having the AGM at this time of the year maybe a lot more beneficial which would ensure that a quorum is easily achieved. WM presented the President with some gifts on behalf of IHUA.

Warren McCully

IHUA Chairperson

Date:

Martin Canniffe

Hockey Ireland President

Date: