



**Minutes of IHUA Annual General Meeting -
Stillorgan Park Hotel, Dublin
Saturday 7th September 2019 at 12:00 hrs**

Present: Hockey Ireland President – Martin Canniffe, IHUA Chair – Warren McCully, IHUA Hon Treasurer – Graham Hohn, IHUA Hon Secretary (Acting) - Robert Johnston. Rob Abbott, David Acheson, Jamie Aiken, Les Allen, Rob Argent, Paul Arneill, Julie Beamish, Cara Brophy, Tara Browne, Jim Butler, Liz Clifford, Malcolm Coombes, Fiona Davitt, Ellie Duffy, Stuart Egner, Gillian Garrett, Andrew Gray, Trevor Gray, Neal Hermon, Gill Hohn, Zenia Howe, Colin Hutchinson, Stephen Jenkins, Colm Kavanagh, Dave Kenna, Alison Keogh, Simon MacAllister, Neil Mackay, Noel McBride, Neil McDermott, Peter Motyer, Peter Murphy, Gary O'Connor, Darrell Reamsbottom, Christine Reid, Ian Strange, Patrick Wright.

Apologies: Pater Agnew, Bruce Bale, Paul Bonar, Adare Brady, Jonny Campbell, Rupert Christie, Kim Collins, Geoff Conn, Mark Dietzold, Tom Goode, Peter Grier, Bill Harvey, Gillian Johnston, Linda Johnston, Finbarr Kelleher, Richard Kendrick, Eamonn McFerran, Brian McQueen, Claire Oliphant, Tanya Schafer, Billy Stewart, Dermot Judge.

Warren McCully welcomed everyone to the meeting, thanked them for their attendance and invited the Hockey Ireland President Martin Canniffe to take the Chair.

1. Confirmation of the minutes of the last AGM

Adoption of the minutes of the 2018 AGM was proposed by Peter Murphy, seconded by Dave Kenna, accepted by the meeting as an accurate record and duly signed by the Hockey Ireland President.

2. Correspondence

No correspondence received.

3. Chairperson's Report - (Warren McCully)

Warren McCully opened his report with a comprehensive review of work undertaken by the IHUA Executive Committee in recent years including a look at what is on the horizon.

- Recent Developments include:
 - **Umpire Rules Briefings, Young Umpire Programme, Fitness Policy and Enhanced Training Courses**
 - **Dedicated Umpiring IT system**
 - **New Grading and Panel Pathway plus Assessment & Coaching Process**
 - **Radios as mandatory in EYHL and in wider use in many competitions**
 - **Increased umpire expenses with Euro and Sterling Accounts**
 - **Nominations to EHF Umpiring and Umpire Coaching Programmes**
 - **Four Year National Umpiring Plan**
 - **Four Year Adidas Partnership with Clothing Supplier, Specialist Sports**

- Future Developments will include:
 - **Significant further developments of Young Umpire Courses, Provincial Umpire Training and work with School & Club Umpires**
 - **Umpire Developer Pathway and Assessor Best Practice Workshops**
 - **Provincial Umpire Training – non-EYHL**
 - **Formal NUAC qualification and assessment for every umpire**
 - **Women in Sport and Women Fast-Tracking Programme**
 - **Dedicated Club Umpire Officer (paid post – grant funded)**

Warren went on to thank the Executive Committee for their commitment. He mentioned that Eamonn McFerran is stepping down as Hon Secretary, Graham Hohn is stepping down as Hon Treasurer and Fiona Davitt is stepping down as an Executive Member. He thanked them for their time on Committee and gave special mention to Graham who has transformed the financial processes of the Association. The appointment of umpires to all national competitions over the season remains very challenging and now extends to a 'twelve months of the year' role. Warren thanked Tom Goode for his continued dedication to the Men's Appointments role and Kim Collins who has taken on the Women's Appointments role with enthusiasm as well as plenty of passion and fire; she has been an excellent addition to the Committee.

Warren also thanked Peter Murphy, Robert Johnston and Geoff Conn for all their work and efforts especially Peter whose personal support has been very much appreciated. Warren went on to express his thanks to Brian Caruth, recently Chairman of the Board of Hockey Ireland. Brian has been very supportive of umpiring over the last year and during this time the relations between Hockey Ireland and IHUA has been very good. Brian has also been instrumental in negotiating the impending sponsorship deal. Warren continued by thanking all IHUA members for their dedication and commitment not only to IHUA and umpiring but also to the game of hockey in Ireland.

Warren concluded by thanking Martin Canniffe and wished him a successful conclusion as he enters his second and final year as Hockey Ireland President.

Adoption of the Chairman's report was proposed by David Acheson, seconded by Neil Mackay, and accepted with acclamation by the meeting.

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

No report due to the Honorary Secretary's absence at short notice through illness.

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

Graham Hohn presented a detailed report of the audited accounts for the year ended 31st December 2018. These are included in full as an Appendix to these minutes.

In summary, total income for the year was €36,563; total expenditure amounted to €28,299; resulting in a SURPLUS for the year of €8,264. When added to the Opening Balance this leaves the Association with a healthy Closing Balance of €16,629.

The President thanked Graham for looking after the Association's accounts for the past five years and wished him all the best for the future.

Jamie Aiken queried the income figure from membership fees of €3,769 which he felt should be higher given the number of active umpires. Warren McCully replied that IHUA currently has 121 members with a per capita fee of €30. Graham Hohn added that the total income figure spans two seasons so as umpires are added and removed by Provinces each season the figure at the close of accounts in December may vary from the actual number of members at the beginning or end of a season. This explanation was accepted.

Graham finished his report by thanking everyone who had supported him during his five years on the IHUA Executive Committee. He expressed his sincere thanks to Crawford Tipping for continuing to expertly audit the accounts every year.

Adoption of the Honorary Treasurer's Report was proposed by Fiona Davitt, seconded by Simon MacAllister, and accepted by the meeting with a rousing round of applause.

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

(In Tom's absence his report was read verbatim by Robert Johnston)

"Well, another season over and another about to begin. The past season brought about its usual challenges but, by and large, we overcame all difficulties. There was a time when I could look forward to the Summer months for a break but with the amount of tournaments now taking place it's become practically a year round job! 413 appointments were made in the last year but this does not include cry-offs but, in fairness, this is an area that has improved greatly. This whole process would not have been possible without the cooperation and help of you, the umpires. Your obliging nature made my job a whole lot easier! THANK YOU! My thanks also to the respective provincial appointment secretaries: Malcolm Coombes, Dave Acheson and Neal Hermon. Obliging as always!

Congratulations to all appointed to the Finals of the Irish Cups, EYHL Finals/Playoffs and also to the Interpros. Difficult decisions have to be made and that is a testament to the quality of umpires we possess.

In the past year, a number of our umpires have been appointed to various tournaments around the world and, as usual, have performed very well and we in the IHUA are very proud of them. For the record, the following are the EHF & FIH appointments:

Name	Tournament
Rob Abbott	EHL Round 1 @ Barcelona (ESP) Indoor Club Challenge I @ Oslo (NOR) Junior Championship III @ Vilnius (LTU) Championship @ Antwerp (BEL) 8 Nations u21 Invitational Tournament @ Madrid (ESP)
Rob Argent	Club Trophy @ Wettingen (SUI)
Bruce Bale	EHL KO16/Final 4 @ Eindhoven (NED) Asian Champions Trophy FIH Pro League (many appts)
Kris Cholewa	FIH Men's Series Finals @ Le Touquet-Paris Plage (FRA) 4 Nations Invitational Tournament @ Barcelona (ESP)
Malcolm Coombes	Championship III @ Gibraltar (GIB) 4 Nations Men's Tournament @ Valencia (ESP)
Russell Donaldson	Club Challenge IV @ Kordin (MLT)
Gary O'Connor	Volvo Six Nations tournament @ Eindhoven (NED)
Shane O'Donnell	Junior Championship @ Valencia (ESP)
Ian Strange	Junior Championship II @ Plzen Litice (CZE)

Congratulations to all and if I've omitted anybody or a tournament, sorry about that.

The elephant in the corner however, is the absence of our umpires at the top level international tournaments. It is now up to you to take up the challenge and bridge the gap! Take all opportunities that come your way. Yes, there will be frustrations and disappointments but it's all part of the process. It's very easy to blame someone else but ultimately, it all comes down to what you do on the pitch. I'd also encourage you to use your contacts and maybe get appointments in another country. Put yourself out there!!!

Finally, a huge thank you to our Chairman, Warren McCully, for all his help and advice over the last season. Warren was always available for advice and to bounce ideas off. If you only knew the amount of work he does in the background for you!"

Adoption of the Men's Umpire Co-ordinator's Report was proposed by Malcolm Coombes, seconded by Graham Hohn, and accepted by the meeting.

7. National Ladies Umpire Co-ordinator's Report – (Kim Collins)

(In Kim's absence her report was read verbatim by Robert Johnston)

"Firstly I'd like to thank those who umpired throughout the season. To say we have a limited team is an understatement!!! Numbers are a massive problem on the ladies panel with little or few coming through from 'grass roots' level. This has to be addressed and if last year was challenging I fear this coming 2019/20 season will be even tougher!!! In saying that , we managed to cover all EYHL matches and only failed to fulfil two IHL2 matches last season. Much thanks to the Men's panel umpires who covered games and doubled-up. Whereby I know this was not ideal, I really did appreciate it, and also many thanks to Lyn Morrow and Linda Ingram who accommodated the Panel when I was 'stuck' by pointing me in the right direction to find cover. Numbers aside, one of the biggest problems I have faced in this role is communication regarding fixture changes. Dates and times where being changed constantly and I generally was the last one informed; the worst example being on a Friday evening when an umpire informed ME her game had been cancelled and she had just read it online!!! All these changes put immense time and pressure on the role and it practically turned into a full time job during many weeks of the season. It is impossible to appoint like that so I hope that this season coming communication will be key ... from the powers that be. Finally I'd like to thank Warren McCully and Tom Goode for all their advice and help throughout the season and I look forward to seeing you all at various pitches this year."

Adoption of the Ladies' Umpire Co-ordinator's Report was proposed by Rob Abbott, seconded by Stuart Egner, and accepted by the meeting.

8. Election of Officers

All posts were declared vacant and Martin Canniffe proceeded to conduct the Election of Officers and Executive Committee for the 2019/20 season. The following were elected:

		<u>Proposed by</u>	<u>Seconded By</u>
Chair	WARREN McCULLY	Jamie Aiken	Graham Hohn

It was noted that Warren had now been in the post of IHUA Chair for longer than the Constitution allows. Martin Canniffe stressed the importance of good governance and emphasised that a new candidate must be found to replace Warren as soon as possible. For this reason it was agreed that Warren's election could only be considered an Interim Appointment in a 'caretaker' role for no more than 12 months. In the absence of any further proposals for the post of Chair all agreed to this course of action.

Vice Chair	ROB ARGENT	Warren McCully	Peter Murphy
Honorary Treasurer	SIMON MacALLISTER	Graham Hohn	Gill Hohn
Honorary Secretary	Election of an Honorary Secretary was left in abeyance to be appointed by the incoming Executive Committee.		

Election of Executive Committee for 2019/20

The following Committee members were elected to serve for the 2019/20 season:

	<u>Proposed by</u>	<u>Seconded By</u>
1. ALISON KEOGH	Fiona Davitt	Gillian Garrett
2. PETER MURPHY	Julie Beamish	Stuart Egner
3. ROBERT JOHNSTON	Peter Murphy	Rob Abbott
4. CHRISTINE REID	Noel McBride	Neil McDermott
5. GEOFF CONN *	Warren McCully	Peter Murphy

* Dave Kenna objected to the nomination of Geoff Conn on the grounds that he is not a member of any Provincial Umpiring Association. However IHUA Honorary Treasurer, Graham Hohn, having retrieved the membership returns from each Provincial Association for 2018/19 confirmed that the Leinster Hockey Umpiring Association had paid Geoff's membership fee. LHUA disputed Geoff's membership status but it was accepted by the AGM that the fee had been paid and therefore Geoff was duly elected to serve on the Committee.

Election of Umpire Appointments Coordinator - Ladies

It was proposed by Warren McCully, seconded by Christine Reid and unanimously agreed that KIM COLLINS be elected as Ladies' Umpire Appointments Coordinator for 2019/20.

Election of Umpire Appointments Coordinator - Men

It was proposed by Warren McCully, seconded by Dave Kenna and unanimously agreed that TOM GOODE be elected as Men's Umpire Appointments Coordinator for 2019/20.

Appointment of Auditors

It was proposed by Graham Hohn, seconded by Gill Hohn, and unanimously agreed that CRAWFORD TIPPING be re-elected as Auditor for 2019/20.

Paul Arneill suggested that as it had been difficult filling some of the officer roles and there is clearly a lack of members willing to stand for positions then perhaps the publication of role descriptions defining the amount of commitment required and number of meetings to be attended might help. Warren McCully confirmed that such descriptions and definitions already exist and are published in the Constitution.

9. Notices of Motion received in accordance with Constitution

A new version of the IHUA Constitution was sent out to all members in advance of the meeting including the proposed amendments and changes to the method of calculation of Association membership fees. The President invited comments from the floor.

Several members including Jamie Aiken, Dave Kenna, Simon MacAllister & Julie Beamish raised queries on the proposed Constitutional amendments which prompted debate on the following issues:

- Re-wording of the Aims and Objectives of the Association;
- Definition of IHUA membership;
- Suspension and renewal of membership;
- Relationship between IHUA and Provincial umpiring bodies;
- Complaints and Appeals process.

Martin Canniffe noted that even if the IHUA AGM agreed to amend and accept the reworded Constitution then it must be presented to the Hockey Ireland Board for ratification. He felt that in its current format that would be difficult to achieve. Julie Beamish suggested that the Constitution should be sent out for wider and more comprehensive consultation before being brought back to next year's AGM. Warren McCully replied that he was happy to do so if that was the wish of the meeting. A long and constructive debate followed after which Martin Canniffe summarised by stating he felt the direction of the debate necessitated further work on the Constitution before it is ready to be presented back to a future Annual or Extraordinary Meeting for approval.

It was subsequently proposed by Dave Kenna, seconded by Julie Beamish, that the revised Constitution be sent out to all IHUA members and Provincial umpiring bodies for consultation and response with a strict deadline for replies of 31st December 2019. This course of action was unanimously agreed.

10. To fix and agree membership fees

The second Notice of Motion to the AGM to amend the method of calculation of IHUA membership fees was withdrawn as it was intrinsically linked to the amended Constitution and could not be accepted or debated in isolation.

11. Any Other Business

- a) Jamie Aiken noted that the company who currently supplies 'UmpireTalk' radios has withdrawn from the market. He asked if there are any future plans for replacement of our stock of radios. Warren McCully replied that IHUA are already in discussion with another supplier. All agreed future planning is essential to maintain a supply of preferred radio units.

- b) Dave Kenna asked the incoming Executive Committee to review the provisions for umpire insurance and in particular to develop a specification for a policy which will include all Provincial umpiring bodies. Peter Murphy and Graham Hohn replied that Munster and IHUA respectively are already covered by Hockey Ireland's Insurance Policy which provides Public Liability Indemnity up to €6.5M. Graham Hohn explained that IHUA had tried to rationalise the insurance position in the past but it is a complicated set of arrangements which requires both legal and insurance expertise to clarify. He felt Hockey Ireland, IHUA and Provincial umpiring bodies all need to come together to find resolution. Warren McCully stated that it is vitally important all umpires know the extent of their current insurance cover in place at both national and provincial level. While the IHUA policy is covered by Hockey Ireland that is clearly not the case in all Provinces.

There being no further business Martin Canniffe thanked everyone for their attendance. He felt it had been a very constructive meeting and wished the incoming Executive Committee all the best noting they had a lot of work to do. Warren McCully thanked Martin for chairing the meeting and presented him with a small gift.

The meeting closed at 13:55 hrs.

Robert Johnston

Minutes prepared by Robert Johnston

on behalf of IHUA Honorary Secretary, Eamonn McFerran

8th September 2019

APPENDIX A – AUDITED IHUA ACCOUNTS FOR YEAR ENDED 31/12/2018



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