



**Annual General Meeting
held on Sunday 29th May 2016 at 11:00am
at Pembroke Wanderers Hockey Club, Dublin.**

Introduction

IHUA Chairman, Warren McCully, opened the meeting and thanked everyone for their attendance. He welcomed newly elected Hockey Ireland President, Ivy Dennis, who presided over the meeting. Ivy explained this was her first official appointment since being elected President yesterday afternoon. She thanked IHUA for the invite to the meeting and congratulated IHUA members Carol Metchette and Colin Hutchinson who were awarded Honorary Life Membership of Hockey Ireland at yesterday's AGM.

In Attendance (18)

Ivy Dennis, Warren McCully, Robert Johnston, Aisling Keogh, Graham Hohn, Finbarr Kelleher, Peter Murphy, Simon O'Connor, Bruce Bale, Tom Goode, Geoff Conn, Rob Argent, Tara Browne, Alison Keogh, Jamie Aiken, Tommy Doyle, John Dennis, Fiona Davitt.

The quorum of fifteen members and two officers was confirmed.

Apologies

Dorothy Kennedy, Julie Beamish, Zenia Howe, Adare Brady, Richard Kendrick, Sean Murtagh, Stuart Egner, Russell Donaldson, Liz Clifford, Malcolm Coombes, Eamonn McFerran, Rob Abbott, Christine Reid, Carol Metchette, Gill Hohn, Kevin McGinley.

Minutes of last Annual General Meeting and Matters Arising

The minutes of the last Annual General Meeting held on 12th April 2015 had previously been circulated to all members.

Acceptance of the minutes was proposed by Peter Murphy, seconded by Gillian Johnston, agreed as an accurate record and signed by the IHA President.

Correspondence to the AGM

Nil

Chairman's Report - Warren McCully

Good morning and thank you everyone for your attendance.

I would like to extend a very warm welcome to Ivy, the new IHA President. Today, I believe is her first formal assignment and I am very grateful for the efforts you have gone to, to be here today. It's very much appreciated.

Once again it has been another incredibly busy season and I would like to begin by thanking everyone on the Executive Committee for the huge work and commitment you have given over the course of the season. Without all your hard work, input and advice - not only would I have



not been able to do the job as Chairman, but the Association certainly would not have made the big strides it has.

I would like to thank Tom and Eamonn for all their work with all the appointments for this season. I would particularly like to thank Eamonn for stepping into the Women's Appt Co-ordinator when it wasn't filled following last year's AGM.

I would also like to commend and congratulate Carol Metchette and Colin Hutchinson on being made honorary life members of the Irish Hockey Association. It's great to see two of our most highly respected umpires being honoured in such a way. Well done.

IHUA has recently made a number of recommendations to Hockey Ireland in relation to specific areas of umpiring to address the current crisis and to increase the number of umpires at provincial level. The number of people remains in decline and will remain in decline until fundamental changes take place. These recommendations will be very uncomfortable and challenging for both Hockey Ireland and the Provincial Associations but I call for them to rise to the challenge and help shape a sustainable future for umpiring. There is no use acknowledging there is a crisis and then not taking the necessary and required action to address the problems.

Finally, thank you to all the umpires, assessors, coaches and umpire managers who have given up their time to ensure that as many hockey matches as possible are covered week in week out. Aisling Keogh has advised that she wishes to step back from the Committee this year and I would like to personally thank her for all her work, effort and contribution over the last few seasons and hopefully we'll see her back at some stage in the future. I would also like to thank Graham Hohn and Crawford tipping for all their in finalising of our financial accounts for this year.

Warren expressed his thanks to the IHUA Executive Committee for their significant efforts, work and commitment over the past season for which big strides in the past 12 months have been made. Major developments included:

- New Umpires Portal to manage appointments, development and all our business
- Umpire pathway structure in place in all provinces
- Umpire Assessor Course held in September and another planned for June
- Umpire Development meetings with IHUA and all Provincial Umpiring Reps
- Young Umpires workshop in conjunction with EHF Club Tournament in May 2015
- Essential recommendations to Hockey Ireland for umpire development
 - Changing attitudes towards umpiring
 - Match day misconduct offences (stronger code of conduct)
 - Cool off period
 - Proper umpire remuneration per appointment(s)
- Key recommendations to Hockey Ireland for umpire development
 - Club umpire registration and qualification (every umpire at every level to be qualified)
 - Support structure for umpires – coaches, assessors, mentors
 - Young Umpire award

- Acquisition of radios – tremendous step forward for umpiring
- Introductory Umpire Courses featuring 110 participants – Warren McCully expressed his sincere thanks to Peter Murphy for all his hard work with the admin side of the courses.
- Two EHYL Umpire/Coach workshops
- Umpire Coaching and Assessments (22 in 2014/15 v **120 in 2015/16**)
- Three delegates sent to the EHF Umpire and Umpire Coaching Course in Glasgow
- Hockey Ireland contribution towards Umpire Development of €7,600 for next 2 years

Next season, further development plans include:

- New selection panel and selection policy
- High performance development group
- Umpire coaching courses
- Grassroots Initiatives (clubs, 12-17 years age group, schools, teachers etc.)
- New IHUA sponsorship deal – Warren McCully expressed his thanks to Andrew Groves for his continued sponsorship of IHUA through Gilmour Sports but was of the firm opinion that IHUA required a higher financial input into our Association to compliment and ensure our major progress as an Association.

Honorary Secretary's Report – Aisling Keogh

The goal of my report is to outline the year's achievements and to outline the future vision and aspirations of the IHUA going forward.

The IHUA Executive Committee met on a number of occasions throughout the season 2015/16. Attendance and dedication by committee members was excellent.

We have 9 committee members who work tirelessly on your behalf every season to ensure that the development of Irish Umpiring improves and to obtain the highest standard and support to our members in every possible way.

Seminars

The IHUA held two seminars in Pembroke Hockey Club. Attendance from the EYHL Umpiring Panel at these events was good. Prior to one of the meetings with the umpires a session with EYHL coaches was also conducted which proved to be very successful.

Correspondence 2015/16

- Kris Cholewa is now confirmed as an Irish International umpire having received correspondence from the Polish Association confirming his release. We welcome Kris.
- Andrew Groves contacted the IHUA in writing to confirm his retirement from umpiring.
- The FIH confirmed that Alison Keogh has been upgraded to the FIH Promising List and we extend our congratulations to her.
- Bruce Bale Grade 1 - Congratulations
- Geoff Conn - World Development Panel - Congratulations



Development

Local: The umpire development pathway was set up earlier in the season. The IHUA rolled out successful courses all across the country which proved to be very successful.

A match day misconduct procedures has been developed to protect umpires following a match and awaiting Hockey Ireland approval.

EHF: Umpire and Umpire Coaching Course - Members of the IHUA Julie Beamish, Zenia Howe and Richard Cowan attended an EHF run course in Glasgow for umpire coaches. Feedback concluded that the course was very beneficial. Julie and Zenia were subsequently invited to be EHF UM's.

UDP Group: 2015 was an extraordinary year for this programme, with 3 of its umpires going to the Olympic Games in Rio, group 7 Graduation, and a record 22 applications for the 6 available spots.

The mentors for Group 10 will be Carol Metchette (IRL) and Michiel Bruning (NED). The group officially launched in Vienna in April, at their first official seminar. Shane O Donnell was the nominated Irish umpire to take a place on the UDP. He has already attended the first session which took place in April. We wish Shane the very best of luck with this venture.

Assessments: The IHUA have carried out well over 100 assessments during 2015/16 season.

Many thanks to those who made themselves available to assess umpires throughout the season.

Sponsorship: After a successful season of EYHL the IHUA secured sponsorship from TEAMWEAR Ireland for the EYHL finals which were held in Banbridge on 30/31st May 2016.

The IHUA currently have a number of options for the 2016/17 season and are working hard to secure a sponsor.

Radios: All members who required a radio for EYHL are in receipt of same and a deposit of €30.00 for the year has been received from each umpire.

Honorary Treasurer's Report – Graham Hohn

Graham Hohn presented our comprehensive audited accounts for the year. He noted his thanks to Crawford Tipping for his patience as auditing the accounts. He advised that there had been even more activity in IHUA this season so consequently there has been much more money in and out during the year. Graham handed out details of the accounts and read through each of the line items in turn. He opened the floor to questions on the accounts. There were no questions. Graham explained we are moving banks to take advantage of on-line banking



facilities which will include a sterling account so we don't have to manipulate fluctuating exchange rates on a regular basis.

Adoption of the Honorary Treasurer's Report was proposed by Tom Goode, seconded by Peter Murphy and accepted by the meeting.

Ladies Appointments Coordinator's Report – Eamonn McFerran

In his absence, Eamonn McFerran submitted a report which was read by Tom Goode.

To say this was a challenging year for me would be an understatement.

Acting as a dutiful committee member I offered to assist the mens National Selector, Tom Goode, who had been asked to take on both roles yet again. This in itself says a lot about our game. More often fewer and fewer people are being left to do all the work. For too long now throughout Ireland we have been papering over the cracks. Being a National Selector proves one thing. Abraham Lincoln was correct when he asserted that you can't please all of the people all of the time.

I did my best within the given parameters which were primarily financial. A panel of 13 people to cover ten IHL appointments over 18 weeks is easy.... Isn't it? All 13 are not of the same standard for a start. Then there is injuries, illness, family commitments, international appointments etc. Some of the men's panel where asked to help on occasions and without them my role would have proved impossible as they were only utilised once the ladies panel had been exhausted.

People were rarely asked to travel the length of Ireland without very good reason so this put extra pressure on one person who carried out a thankless task and that is Linda Ingram. Leinster is within easy reach of all other provinces in Ireland relatively speaking so Leinster umpires could be appointed or moved at short notice which had an impact on provincial appointments. Linda was always willing to help me when called upon and gave allowance for my newness to the post and never said a bad word about me.... well not to my face anyway!!!! Also in the Munster Branch I have to thank Malcolm Coombes and Peter Murphy for their help and assistance. Colleagues in Connaught stepped up to the mark at times as well.

That utilisation of Leinster umpires actually did them a disservice at times as National appointments only attract an extra payment once an umpire is required to leave their province. Also compared to sports such as indoor bowls or dodge ball our mileage rates are pathetically low. Both of those sports attract a payment in Ulster of 30p per mile. How can they afford to pay that amount and in hockey we cannot manage anything close to that? Some of you may well know that successive IHUA committees have addressed this issue with IHA and I know it was on the agenda when the IHUA was set up and I was on the inaugural committee.

It is frustrating that umpires and umpiring is often reduced to last on the agenda, taken for granted or even forgotten about when it comes to certain sponsorship deals.

For the record, the following are the EHF/FIH appointments made over the course of the last season, and also for forthcoming tournaments:

Aisling Keogh	Outdoor Club Champions II (France) Outdoor Club Challenge I (Prague)
Alison Keogh	Outdoor Club Champions II (Prague) Outdoor Club Champions Cup (Netherlands) Hawkes Bay Cup (New Zealand) Junior World Cup (Chile)
Tara Browne	Indoor Club Champions Trophy (Belarus) Indoor Club Champions Trophy (Scotland)
Liz Clifford	Indoor Club Championships II (France)
Kim Collins	Outdoor Club Challenge III (Gibraltar) Outdoor Club Champions II (France)
Linda Coughlan	Outdoor Club Champions II (Czech Rep) Outdoor Club Challenge II (Lille)
Fiona Davitt	U18 Championships (Spain) U18 Championships (Cork)
Gillian Garrett	U18 Championships II (Italy)
Carol Metchette	World Hockey League S/Finals (Belgium) World League Finals (Argentina) Olympic Games (Rio)

The following FIH upgrades were also made:

- Liz Clifford – FIH Indoor umpire
- Alison Keogh – FIH Promising List umpire

Finally to my successor I send best wishes.

If I am elected to the committee I will continue to do my best for everyone in umpiring both nationally and provincially as I enter my 32nd year umpiring using the knowledge and experience I have gained along the way.

Remember ... a hockey match without umpires is only a practice game. I hope the number of practice matches in Ireland does not increase until we are past the point of no return. We need to recruit and retain more umpires.

Finally, a word of thanks to Warren McCully who assisted me and gave me advice as well as listened to my opinion.

Best wishes to all of you from California. Oh.... and thanks Tom!!!!

Men’s Appointments Coordinator’s Report – Tom Goode

This was an historic season on both playing and umpiring front, with the start of the EYHL, which presented new challenges all round. This led to the creation of umpire panel specifically for this new league and, thankfully, the appointments for this new league went very smoothly, which in the main was down to you, the umpires, and the cooperation shown all through the season. This is not to forget all the other Irish Cup competitions that took place and also a huge thank you to all for your availability and also the cooperation shown, particularly with some very last moment switches or call-up’s.

Again this season, I have tried to give as even a spread of appointments as possible to everyone and I hope that you all enjoyed new umpiring experiences, be it with new colleagues or different locations. To those of you appointed to the various IHA tournaments & finals, many congratulations and well done on your performances. I do realise that there is also some disappointment among some of you but, unfortunately, it is not always possible to accommodate everyone. Some very difficult calls had to be made, which is a testament to the quality of umpires we possess. I received some very positive feedback from a lot of club coaches and managers and we also encouraged the use of video they felt we should look at. This is for the benefit of all. Of course, there’s always the odd one or two who will moan anyway, but that’s par for the course!!

Our umpires once again excelled on the international stage, which is a testament to the quality of umpiring in Ireland. We continuously punch above our weight and long may it continue. For the record, the following are the EHF/FIH appointments made over the course of the last season, and also for forthcoming tournaments:

Simon O’Connor	Indoor Club Challenge I (BUL)
Colin Hutchinson	VU EHL KO16 (NED)
Kris Cholewa	Outdoor Championship II (CZE) Outdoor Club Challenge II (SVK)
Bruce Bale	4 Nations Test Event (BRA) Junior African Nations Cup (NAM)
Shane O’Donnell	Outdoor Club Trophy (IRL) Outdoor U18 Championship (IRL) World League 1 (SCO)
Warren McCully	Outdoor Club Challenge III (CRO) EHL Round 1 (GER) 6 Nations Invitational (ESP)
Ray O’Connor	UM EHL KO16 (NED)
Malcolm	Outdoor Club Trophy (SCO)

Coombes	
Russell Donaldson	U16 Invitational (BEL)
Tom Goode	UM Outdoor Club Challenge I (SUI) UM Indoor Championships (CZE)

Congratulations to you all and apologies if I omitted anybody!

The following FIH upgrades were also made:

- Geoff Conn – World Development Panel
- Bruce Bale – Grade 1

Well done all and best of luck in your future careers.

Welcome this season to Rob Argent who made the move (the right one!!) to this side of the Irish Sea, and has proven to be a very welcome addition. Bruce Bale has also moved back to these shores, welcome as always. Something that may have gone unnoticed was the switch of nationality by Kris Cholewa, who has switched from POL to IRL, henceforth to be known as Kris O'Cholewa!!

Best of luck to the Irish Mens team at the Rio Olympics, a truly historic occasion. However, lest we (or others) forget, Irish Hockey has been represented at every Olympics since 1996 by IHUA members (who some perceive to be the “poor relation” or others who perceive us as the “Mad Uncle”!! You know the type, the one you want to avoid at every family occasion!!) Ray O'Connor and Carol Metchette. This year is no different for the IHUA as Carol Metchette will represent us in Rio. Best of luck & DFIU!!!!!!

As always, I welcome any feedback and I am always prepared to listen to anything you have to say, be it positive or critical.

Election of Officers for 2016/17

Ivy Dennis declared all posts vacant and proceeded to conduct the Election of Officers for the 2016/17 season. The following were elected:

		<u>Proposed by</u>	<u>Seconded By</u>
Chairman	Warren McCully	Peter Murphy	by acclamation
Honorary Secretary	Tara Browne	Aisling Keogh	Fiona Davitt
Honorary Treasurer	Graham Hohn	Warren McCully	Gillian Johnston

Election of Executive Committee for 2016/17

The following Committee members were elected to serve for the 2016/17 season:

	<u>Proposed by</u>	<u>Seconded By</u>
1. Eamonn McFerran	Graham Hohn	Aisling Keogh
2. Peter Murphy	Warren McCully	Aisling Keogh
3. Robert Johnston	Peter Murphy	Tom Goode
4. Gillian Johnston	Aisling Keogh	Peter Murphy
5. Simon O'Connor	Warren McCully	Peter Murphy

Election of Umpire Appointments Coordinator - Ladies

It was proposed by Warren McCully, seconded by Tom Goode and unanimously agreed that Jamie Aiken be elected as Ladies' Umpire Appointments Coordinator for 2016/17.

Election of Umpire Appointments Coordinator - Men

It was proposed by Graham Hohn, seconded by Bruce Bale and unanimously agreed that Tom Goode be elected as Men's Umpire Appointments Coordinator for 2016/17.

Membership Fees for 2016/17

On behalf of the IHUA Executive Committee, it was proposed by the Honorary Treasurer, Graham Hohn, and seconded by Simon O'Connor that:

"The IHUA Executive Committee propose to increase the annual subscription fee by €2 (euros) from its current amount."

The proposal was unanimously agreed by the meeting and therefore the membership fee for 2016/17 will be set at €27.

Alterations to the Rules

Nil

Appointment of Auditors

It was proposed by Graham Hohn, seconded by Gillian Johnston and unanimously agreed by the meeting that Crawford Tipping be elected Auditor for 2016/17.

Any Other Business

1. Tara Browne asked if the IHUA Clubs' Liaison Officers were for EYHL clubs only. Warren McCully replied that at this stage it is only for EYHL clubs but it could be extended to cover all clubs in future.
2. Peter Murphy suggested Executive Committee roles should be elected for a minimum two year period of tenure to provide continuity and retention of knowledge. This will be looked at in more detail.



3. On behalf of all members, Robert Johnston thanked IHUA Chairman, Warren McCully, for all his efforts on behalf of umpiring in Ireland over the past three years. His efforts and time commitment are well in excess what would normally be expected in the role. All agreed by acclamation.

Closing Comments

There being no further business Ivy Dennis closed the meeting by thanking everyone for their attendance. She wished the incoming Committee continued success and encouraged IHUA to continue to develop young umpires for the future. Ivy closed by reiterating her thanks to all umpires at all levels for the difficult job they do throughout the season on behalf of Irish hockey.

Warren wished Ivy all the best for her term of office as Hockey Ireland President and presented her with a small token of IHUA's appreciation.

There being no further business the meeting closed at 12:15pm.

AISLING KEOGH
Honorary Secretary – IHUA

Minutes accepted as an accurate record
President – Hockey Ireland