



### WACUA Committee Meeting Minutes 04.12.2018

**Meeting opened:** 6:07pm

**Apologies:** Trent Steenholdt, Lloyd Tifflin.

**Attendees:** Ashlee Gibbons, Andrew Micenko, John Sherry, Darryl Power, Martin Brennan, Ahmad Khan

**Absent:** Nick Walters, Alan Wilson.

**Previous minutes:** Proposed by Andrew Micenko, seconded by John Sherry. Carried.

**Business arising:**

- **Action item:** Ashlee and Andrew to work together to make sure non-financial members are highlighted above in red and on a copy of registration spreadsheet. **TO BE DONE**
- **Action item:** Trent Steenholdt to let Matthew Hall know on the approach for umpire handbook. **DONE**
- **Action item:** Ashlee Gibbons to provide list to Matthew Hall with members list after next committee meeting. **DONE**
- **Action item:** Trent Steenholdt to recommend to WACA to put in registration form for next season (next of kin contact). **TO BE DONE**
- **Action item:** Lloyd Tifflin to sign paperwork for Life Members' Breakfast. **DONE**
- **Action item:** Trent Steenholdt to send out invite to Life Members' for breakfast. **DONE**
- **Action item:** Trent Steenholdt to rename event for general members and send to general membership. **DONE**
- **Action item:** Trent Steenholdt to send out notice re Social Saturday Drinks. **DONE**
- **Action item:** Andrew Micenko to prepay Ahmad Khan for event. **DONE**
- **Action item:** Trent Steenholdt to contact Tom Polich re ICC umpires. **DONE**
- **Action item:** Martin Brennan to organise Christmas Hamper for December meeting. **TO BE DONE**
- **Action item:** Trent Steenholdt to organise 500 milestone item for Todd. **DONE**
- **Action item:** John Sherry to work on umpiring numbers. **TO BE DONE**

## President's Report:

- Report was sent to committee in email prior to meeting due to Trent's absence.
- Daniel Gibbons – new Match Officials Manager. Had a meeting with him. Meeting went well and am excited with what the relationship will be moving forward. Daniel has access to the WACUA SharePoint site – WACA and WADCC files only. Ashlee will speak later on her viewpoint to any perceived conflicts of interest. I'm confident there will be none but please do speak up now if you think there are any.
- Matthew Hall – met with on separate matter, WACUA items came up. Nothing significant to report besides a bit of eye-opening stuff he knew some information we've only discussed as a committee. Will touch on this later. Some have asked about recognising Matthew's contribution in his role as SUM, same was not done previously. "Thank you's" were said at November meeting.
  - Committee decided a letter should be sent. **Action item:** Ashlee to draft letter.
- Our roles and responsibilities – in email on November 18<sup>th</sup> have asked the committee to reinforce the trust amongst us and the roles we have. This comes from recent conversations with the likes of Daniel and what I have learnt from Matthew that a lot of second-hand knowledge about matters that were discussed in our committee meetings was getting out. I believe that this second-hand knowledge is what made issues like the MOU (\$1500) contribution difficult to get across the line because it was explained in the wrong context which constricted the open mind approach things like MOUR and pay-rates really needed.
- Facebook incident and Stephen Denys –
  - Denys incident is a sad and unfortunate one. What was worse was the fact I was meeting with Daniel and talking about Stephen, trying to argue his case for him while he went off and did what he did. Personally, and I think this is very important, I want everyone to keep an open mind about Stephen. My view on the matter here is while we may not be able to help Stephen be an umpire again, I hope we can put his mind at ease that his case was heard and he can get that closure. He may not agree with the 'trial' process, but we can only do the best with what we can do.
  - Another important objective for me is making sure this mess can't happen again. That's where the MOU comes in and Daniel was very supportive of us having a channel as the MOU now states to be a moderator and/or approach the WACA about individual umpire grievances.
  - In regards to the Facebook muting of the particular thread, that was something I did at the time to squash it but also keep a copy of the conversation as we deleted with no record his first 'crack' about two weeks earlier. Didn't know that the muting, muted everyone who immediately responded which was also Jeff and Tyler. Neither of those guys did anything wrong in the eyes of the WACUA.
  - I thought it was appropriate that I talk to Jeff (and Tyler) before we un-muted Jeff but he took offence of the muting as if he was 'blocked' and left the group. Jeff actually emailed me 10:27am on Saturday (which went to my

junk) asking for a please explain ASAP but obviously I was a bit preoccupied with Cricket at the time! Anyways the muting was lifted by John which I did, because I needed to speak to both Jeff and Tyler first, quickly reverse. Apologies John for doing this but I really did feel I needed to handle the situation end-to-end and in what I felt was the best way I could which was reduce the amount of cooks in the kitchen.

- Following my Sunday morning State Panel meeting and chat with John about the unmuting, I spoke to all the parties involved including Matthew Hall who must have got a copy of the thread from a fellow umpire in the group. I explained to both Jeff and Tyler the circumstances above and both were absolutely fine with it. I even went on to suggest to both Jeff and Tyler the power of just not responding at all (and if everyone else did the same) would have delivered a more powerful message which they agreed would have been better.
- Moving forward with Facebook, I've added more of you as moderators to the group to keep monitoring more regular and put in some more rules on top of the WADCC Social Media Policy. Common-sense stuff like no bullying, hate speech and so on. When enacting your moderating powers may I please ask that you:
  - Responsibilities:
    - Own it. If you see it and are going to do something about it, you have to own it and see it through.
    - Don't rush it. I.e. Don't jump in too quickly, be diplomatic about it and don't take sides, no matter how wrong or right someone may be!
  - Actions:
    - Mute the conversation first. Turn off commenting. Nib it in the bud, stop it from going any further.
    - Take screenshots for record keeping so we have recourse!
    - Delete the comment(s).
    - Inform either me or Ashlee so we can then in turn contact the relevant people individually to tell them what's going on.If you have anyone who approaches you about something in the group by private message etc, the correct action is to refer them to Ashlee. Correspondence in/out extraordinaire, but also good for us as we're both well-equipped and trained (so a good test) by CA to deal with really sticky umpiring situations!?

- Proposed by Martin Brennan, seconded by Ahmad Khan. Carried.

#### **Secretary's Report:**

- Correspondence out
  - Email to Life Members and General Members inviting to Life Members' Breakfast.
  - Email to Daniel Gibbons with WACUA members.
  - Email to Daniel Gibbons in regards to the MOU.

- Correspondence in
  - Email from Matthew Hall regarding Stephen Denys and Facebook post.
  - Email from Daniel Gibbons in regards to the MOU.
- Conflict discussion. Declare at start of meeting?
- Proposed by Ashlee Gibbons, seconded by Darryl Power. Carried

#### **Membership:**

- Members to be approved:
 

○ Lara Moylan	○ Susan Bartlett
○ Lewis Wegner	○ Dean Hanson
○ Robert Cosgrave	○ Kenneth Hanson
- Junaid Chishtie, Stephen Denys, and Dean Conway have filled out a registration form but have not paid their membership fee so are not being proposed.
- **Action item:** Ashlee to email Junaid and Dean in regards to payment.
- New members proposed by Ashlee Gibbons, seconded by Martin Brennan. Carried.

#### **Treasurer's report:**

- Current balances:
  - Cheque: \$1448.35
  - Savings: \$13967.6
  - Cash: \$108.60
- Social events adding up.
- WACA Membership payment should be coming in next 2-3 weeks.
- Has cash at home, will deposit on December 19<sup>th</sup> after next meeting with cash from the December meeting raffle.
- Raffle – put reminder in the December meeting notice.
- Expenses coming up – December meeting, T20 (\$500 budgeted).
- Proposed by Andrew Micenko, seconded by Ashlee Gibbons. Carried.

#### **General business:**

- Stephen Denys and Facebook management
  - He has not paid for this season.

- Trent is dealing with it in conjunction with WACA etc.
- Recommendation is that he is not approved as a member.
- Action item: Trent Steenholdt to deal with it.
- Moderating outlines.
- Action item: Ashlee to email actions and responsibilities to moderators.
- Do we need to create our own social media policy?
- All committee members to be added as moderators; don't have to accept.
- Action item: Ashlee to add committee members to be moderators if they aren't already.
- Payrates for Season 19-20
  - Proposal the hourly rate \$17.00 increases to \$18.00 an hour. No changes to performance multiplier. No change to hours at ground.
  - Would result in most games getting \$10 increase, some \$5, some no increase.
  - Action item: Trent to present to WACA.
- MOU Sign off
  - End date – end of season? Defined as July 31<sup>st</sup>. Plenty of time.
  - Committee happy with the MOU in its current state. Happy to sign the agreement, subject to membership approval.
  - Action item: Ashlee to confirm with Trent that the MOU can be sent to members prior to December meeting/what the next step is/timeline. Suggestion that it is sent out, discussed at December meeting, voted on at January meeting.
- T20 Game assistance
  - Martin and Ashlee will not be there.
  - Ahmad to take responsibility in regards to organisation.
  - \$500 budget for food, equipment, bar tab etc.
  - Action item: Ahmad to liaise with Trent to organise. Create a to do list for committee members.
- Life Members' Breakfast; final details
  - 4 'yes' RSVPs from Life Members.
  - Action item: Andrew to write blurb for Daniel's weekly email and post reminder on Facebook.
- Christmas Meeting

- Action item: Martin to organise Christmas Hamper
- Dawn from Tatts requested for there to be Christmas cake.
- Action item: Martin to look into Christmas cake.
- Action item: Andrew to confirm with Vijay re BBQ.
- End of Season Dinner
  - WACA indicated might be able to reduce costs.

**Next meeting:** Tuesday January 8th, 6:00pm at the WACA.

**Meeting closed:** 7:55pm