Minutes of IMC committee meeting 23-JAN-2020 in Dublin Climbing Centre 18:30 - 22:00

Attending:
Moira Creedon - Chair
Sé O'Hanlon - Treasurer
Andy Minshull - Training Officer
David Walsh - Legal advisor
Sarah Pratt - Member
Mic Samsel - Meets Officer
Brendan Scullion - Webmaster
Gerard O'Sullivan - Membership
Harry McGee - Publicity
Tony Barry - Auditor
Áine O'Reilly - President
Ed Hick - Hut Warden

Apologies:
Matthew Sammon - Secretary
Áine Rickard - Archivist
Tom Baille-Quinn - Environment Officer
Keith O'Brien - Member

<u>Complaint procedure</u>

Prior to main committee meeting David Walsh (Honorary level advisor to the IMC. MI and other clubs) met with the committee to explain his advice to the committee re the previous complaint, and to give overall insight on how a complaints process could work more smoothly to preempt the difficulties experienced in dealing with the recent complaint.
After a brief summary of his deep personal experience specifically in the area of complaint handling and natural justice DW laid out the key elements of process distinguishing between complaint processing and adjudication whereby step 1 is to assess seriousness on scale of 1 - 15, 15 to 85 and 85 to 100.
He gave a summary of the distinctions / definitions between harassment, bullying vs lesser issues such as misdemeanour etc.
He also outlined the range of options as regards responses ranging from censure to full suspension of membership benefits stating that suspension of membership benefits should not ever be carried out prior to adjudication other than in situations of extreme seriousness involving risk to minors etc,
DW explained his advice wrt recent complaint in that context.

He presented a proposal for a complaints procedure which can be adopted without approval of
changes to the constitution at the AGM as it is not incompatible with the existing clause but
rather clarifies it. This process means that complaints are to be dealt with by a designated entity
as opposed to by the committee per se - i.e. the committee outsources the complaints
processing and adjudication to an appropriate entity.

<u>Minutes of last meeting</u>

1. Website
Brendan appointed as Webmaster
Mic, Brendan, Andy - create Technology sub-committee. Between Matthew and Andy handover to Brendan on website, with Mic to support.
Points to consider
A: Membership
merge Groupspaces with site
review cloud canvas content developed 2 years ago

B: Hut availability online booking
Request to book on public (unathenticated ) website
some evaluation of people booking still required
continue some email communication but initial booking and available beds visible on booking form
Current word-based booking form - make electronic

C: Plugin for site availability
D: Fix list of posts so that new post does not go to bottom of feed

2. Disciplinary
Actions:
1. GG/DH - Agreed that DH has accepted GG apology so there it ends. Agreed to learn from process and take David Walsh advice and work on complaints process so we are ready for future complaints.
Moira to send round the new 5.6 text for us all to digest and comment on e-mail chain prior to next meeting to agree whether to adopt as a guidance note for the year and potentially recommend motion to update in constitution at next AGM.
2. PT&MS/GG,SOH,MC - Agreed that President and Auditors would speak with PT&MS to confirm if they wish to pursue a formal complaint process and decide where on seriousness scale it sits (0-15%, 15-85%, 85-100%).
Next step would be to involve truly impartial 3rd party to mediate which cannot be David Walsh as he knows SOH & MC, but this is dependent on President and Auditors conversation described above.

3. Newsletter
Less big range mountaineering articles nowadays
Expeditions - people not aware

What is definition of an expedition?
Who decides? Expedition sub-committee. Who are they? Committee never hears from them
Supposed to be new ascents
Policy is open to interpretation - we reviewed in meeting by reading website.

Actions:
Review for next meeting to discuss broadening criteria - All
Open to wider club and get their input - Harry will do this weekend

4. Projector - done
5. Meets app (For Technology sub-committee)
6. Club asset register (For Technology sub-committee)
7. slide shows in DCC went well, agreed a good venue for the future
8. password manager (For Technology sub-committee)
9. Membership - bank forms, Moira to complete for Sé
10. Archive - Andy to check on Áine resignation
Áine has received Frank Nugent library books - Gerard to collect and take to MI library
11. Constitution amendments - led to new secretary conversation. Áine and Mic will both check on Matthew resignation.

Agreed we will leave constitution update and AGM minutes until new secretary appointed, assuming Matthew is definite about resigning. All except Sé agreed that Matthew did a great job for last two years bridging both secretary and webmaster and that this was a big ask and time drain. Suggestion that Noel Caffrey could do it. Suggestion that offering out to wider club was correct approach. Andy volunteered to fill in in the interim for taking minutes.

12. Falls register - decide whether to invite Pierse (Bishop?) to next meeting once we know how long it will take to get the presentation by - Owner?

Minutes of last meeting accepted

<u>Committee meeting</u>

1. Training

Subsidising training courses
Where is the subsidy policy? Action: Mic to share link
Train the trainer - this worked well before, hard to do in advance of the intro to trad course due to rubbish weather in early March. Action: Andy to investigate instructors
RCI assessment - hard to get people to do unless they want to regularly work with groups - No Action: To be organised if there is demand
RCI training - Action: Andy to organise, in contact with Jonny Parr and Paul Swail
Winter navigation training - offer fairly - send on a course, apply and we will subsidise - check fee - eg Austrian Alpine club application fee, have to be a member 2 years
Sara to draft few lines on how it would work, choice of courses
Alpine training summer - advertise now, subsidise and agree amount of people you would offer it to. If you get subsidy you have to do winter talk.

2. Training equipment

Approval for roughly €1000 come back to committee if not enough or if any individual item is over €400 (list provided in Training officer update prior to committee meeting

3. Meets

Expedition evening - photos, gear timeline, IMC expedition history timeline, pints, advice on planning an expedition and where to start. Agreed a good idea and that either Teacher's or Hut would be good venues. Action: None agreed, needs an Owner
Winter talks 2019 - Teachers club invoice - Action: Mic to chase up

4. Hut
TCD made a bad mess in December. Agreed they should be banned as a punishment. Action: Ed to advise TCD Climbing Club of 12 months suspension and also advise University administration
Discussion of how to guard against this type of abuse in the future: Warning that people from IMC might drop in. Action: Ed to instigate into booking process
Discussion of how to make sure amount booked is same as amount in hut - concern that too many people voids our insurance. Difficult to fix without policing. Action: none agreed

Safeguarding policy - group bookings - how club members should behave when using cow house and sharing with minors
Action: Cara Gibbons to advise on safeguarding as she works in the area, Ed to update draft safeguarding policy