Minutes - committee meeting 21st-july-2020

Members	Guests
Se O' Hanlon	Aine 20:22
John Mansfield	
Brendan Scullion	
Gerard O'Sullivan	
Noel Caffrey	
Jon Smith	
Harry McGee(from work)	
Michal Samsel 20:10	

Apologies
Ed Hicks (A/L)

Absent
Thomas Quinn Ballie
Rafal Barszczak
Keith O'Brien

Meeting location

Due to COVID 19 restrictions we met online in a Zoom session

1. Minutes of last meeting
    a. Proposed by Se
    b. Seconded by Brendan
    c. Minutes for 2019 AGM were discussed some notes from previous chair used to create a draft version.
        i. Draft to be circulated (no reflection on current secretary for delay).
2. Action points excel spreadsheet reviewed and no issues arose;
3. Correspondence
    a. Mountaineering Ireland Leader Guidance – direct and via Andy
    b. FRCC re Hut access based on UK guidance.
    c. Similar to Jon Smith from Star cottage.
    d. Email from Trinity re Archive project.
        Noel to contact Trinity and liaise with Mountaineering Ireland for a broader reach
4. Finance policy update. Noel 10 minutes
    a. Noel outlined finance policy and history and updates to policy.
    b. Finance policy requires update on foot of adherence to good practice and auditor notes
    c. Redrafted to v 4.

    i. B Scullion asked if section 9 of constitution not for the same – Noel explained that Section 9 refers to spending and borrowing whereas this new policy/process is more operational financial control.
    ii. Se and others had some additional feedback; the committee is to review and refer to Noel with any comments

5. Training Officer appointment 5 minutes
    a. The post of training officer is empty due to Andy's exit; Jon Smith has been "acting" and the committee asked that he return to the role; he accepted and was appointed.
    b. Proposed By John Mansfield and seconded by Brendan Scullion.
6. Complaint. Noel's review 15 minutes – *full quorum dependant)*.
    a. There was extensive discussion including whether we had sufficient attendance to hear Noels review, whether we would get a better attendance (11) who should be in attendance . it was noted that previously arbitration had been decided and approaches had been made to the most of the affected parties with mixed results; there was opinion that we should continue that process.
    b. Noel's opinion after his reading in was agreed by the committee previously.
    c. A committee member was requested to absent themselves due to the nature of the discussions.
    d. Noel 's review
        i. Core is offence taken by a number of members
        ii. Adsorbed a colossal amount of time and energy and dragged on too long.
        iii. Whole thing operated without a (tiered) grievance handling process which would usually keep things internal and then external .
        iv. Our Constitution clause is not fit for purpose without such a process. This type of issue should be resolved between offended parties.
        v. Some reactions have exacerbated issues i.e. suspension, later removed but damage done and not helping reconciliation.
        vi. Advice from Auditors report and Legal officers report not accepted, thios also complicated matters.
        vii. No record of movement (in Jan minutes) to go to mediation.
        viii. Our mission is to seek closure and soon. Major next step to develop a complaint handling proc should be done as soon as possible to avoid replication.
        ix. If it existed principle would keep reconciliation at closest level and internally. Proposed option would be that we move to an arbitration but with an internal panel of 3 experienced IMC people
        Seek agreement to participate in process, seek that people would abide with recommendation with panel and develop a solution that everyone can live with – compromise being likely as this is complex.
        Suggest a date not greater than a month from now. V complex situation.

    Discussions ensued with the committee opinion being that;

        i. Issues with involved parties may be entrenched – initial interventions, lack of a defined grievance procedure and the auditor's statements have divided opinion.
        ii. Some opinion was perhaps overly legalistic.
        iii. It will be difficult to adjudicate with internal resources given the tenor and views that people will have familiarity with the principals
        ii. Getting people in club to commit to that group – V diff. as most will know all individual parties.

iii. Considered opinion is that Independent mediation is required dependant on engagement from all parties and consistent with previous committee.

Proposed that AIne/ Noel go to mediator, provide file and ask for advice. (read-in is free of charge) Agreed by group unanimously! AP Noel/ Aine

x. Then, dependant on the mediators reading in, and opinion we will also contact parties to see if they will engage – brief note and potential mediation
xi. It was noted that the some of the principals have been contacted, but a new formal approach may be mandated – Mediator driven!
xii. Person asked to leave was not invited back after this section.

7. The question of how other clubs deal with this – Noel outlined our ongoing project with a sub committee re the grievance procedure based on the relevant constitutional clause.

8. Sports Capital Ireland application – briefing/ recruitment of team and inputs. John/Ed 10 Minutes (*Ed's on Holidays so this was deferred*).
9. Covid 19 return to sport certs; Completion and storage?
    a. We should store them IMC Google drive. AP JM
    b. Action point for all certified people to store their certs on the shared storage
10. Addition of a climbing wall to the IMC hut (cow house) 10mins Jon
    a. Discussion re climbing wall at hut Jon Smith outlined work done to date and implications etc. cf attached notes J Smith1
    b. Limited to IMC members only
    c. Usage in line with Standard Operating Procedures 's only
    d. Training and liability limitation
    e. Matting has to be > 30cm and v large – Will require an engineer to do standardisation.
    f. Jon Smith given blessing of committee to progress work and costings.
11. Intro to Trad - plan B. Will there be support from Mentors to complete an express / mini introduction on and after the opening of phase 4 on 20th July?
    a. Mini trad intro in progress thanks to Jon and mentors.
12. Meets proposed for the Autumn , early winter. First pass on possibilities .1-2 per person for next meeting . 5 minutes
    a. Kerry next week M Samsel
    b. Fairhead August Bank Holiday J Smith
    c. Burren September Chloe organising. Damien organising speaker (Niall Grimes perhaps) plus funding €250/ Dal Riada 250 and we should match – Michal to raise with Se ;AP Michal.
13. To develop and implement a set of behaviours norms for ourselves, ie the committee. Thus guiding our meetings and interactions to secure shorter, more efficient and more enjoyable meetings. Decision - are we willing to support ' a drafting for further consideration? Noel 10 minutes. (*Move higher up agenda for next meeting)*
14. Physical meetings. When to restart – options using blend of Zoom and physical.
    a. This was greeted with amusement; there was laughter. JM to Propose once a quarter at next meeting

Next meeting week of 30th August -5th Sept.

Agenda

Correspondence email

1. Tellus Survey; On behalf of the Geological Survey Ireland, we would like to inform you about the next upcoming phase of the Tellus Survey. As you may know, the Tellus Survey is a nationwide programme that collects geochemical and geophysical data on rocks, soil and water across Ireland to help us sustainably manage the environment, natural resources and protect public health in the future.

   To collect this data, the latest phase of the survey will involve an aircraft flying at low heights from August 2020 until the end of the year (weather permitting) over Counties Laois, Kilkenny, Tipperary and Waterford, and neighbouring parts of Kildare, Carlow, Offaly and Cork. The Tellus website – www.tellus.ie – is updated weekly with the planned flight schedule if you want to know more information.

2. Jane Maxwell/Helen Lawless TCD Collecting Covid memories project update Noel 5 minutes

Full email and info pack available

1. Sports Capital Ireland application – briefing/ recruitment of team and inputs. John/Ed 10 Minutes
2. Draft AGM 2019 minutes. JM 10 Minutes
3. Physical meetings. When to restart – options using blend of Zoom and physical.
    a. Response - amusement, there was laughter. JM To Propose once a quarter after lockdowns cease at next meeting 5 Minutes
4. Date /Venue for AGM
    a. Same as last year coordinated with Mountain skills and other activities etc
    b. Date provisionally 14th November to avoid Moonlight challenge
    c. Venue?
    d. Dependent on Covid status
    e. Officers reports!
5. Mediation process – Mediator meeting Friday 28th;Update Noel/Aine
6. Finance Policy V5
7. Club fee structure
    a. Larger amount gone to MI
    b. Any increase requires agreement at an AGM?
    c. Breakdown of membership level, members number etc.
8. To develop and implement a set of behaviours norms for ourselves, ie the committee. Thus guiding our meetings and interactions to secure shorter, more efficient and more enjoyable meetings. Decision - are we willing to support ' a drafting for further consideration? Noel 10 minutes. (*Move higher up agenda for next meeting)*
9. Moonlight Challenge 7th Nov. We usually attend if it 's on. Need to add to Calendar/Meets.
10. Dalkey/Wicklow way/Sugarloaf Litter pick/Hike – end September add to Calendar and get the word out? Dalkey cleanup likely as part of ongoing project? Quinn-Baillie 5 minutes
11. Mi Access sub somittee met 26th – update. Noel 5 minutes
12. MI Board meeting 7th September – Any issues we want raised?
    a. Increase in fees – Query re same.
13. Age action Ireland "go for Life" funding JM 30 Seconds.