

Tuesday 14 January ABTO Minutes

ABIOMINUTES	
 Welcome and apologies Meeting started 17:30 	Attended:In person: Sangeeta Arora (SA), Graham Silvester (GS), Malgorzata Grzyb (MG), Sophie Kitson (SK), Ruth Watts (RW), Steven Wilkinson (SW)Teams: Steff Johnston (SJ), Veronica Mwondela (VM), Selena Coburn (SC), Ivan Milatović (IM) (5.30-6.00, 7.00-end).Apologies: Darren Michaels (DM), Matthew Morrissey (MM), Alex Wolfe (AW)Thanks to Matthew + LTA for giving us access to room and tech. Thank you to Steff for the handover to Sangeeta .
2. Declarations of interest	None declared.
 Matters not on the agenda (to be taken as AOB, time permitting) - 	None.
4. Meeting objectives	Set out groundwork and familiarise ourselves with the committee way of working.
5 Chair's Report:.	 Structure & next steps - Summary of Panels and working groups. Grading: panel looks to see where improvements and changes may be needed. Also carries out end of year grading review of LTA decisions. Selections: structured panel - responding to what the LTA sends for Performance and Designate calendar. Don't get non-professional selections for on-court assignments. Training and development - The Conversation; Mentoring programme; receives evaluations (non pro umpires) / identify training needs / Referee evaluations

ABTO Management Committee



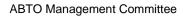


Action: More ideas for the Conversation / can anyone volunteer or curate a session. Send suggestions to T&D Panel.
Fees and expenses - support Matthew with annual review of Fees and expenses. Jan-Dec budget year. 2026 budget proposal to be ready for Sept so need to work back from this date.
Governance - The Constitution should reflect the way we work e.g. need to clarify that terms of new committee commence 1 jan.
Policies - ICO compliant / data protection to be reviewed.
Welfare - attempt to establish mental health first aiders. Budget secured but need to confirm whether Insurance covers potential breaches of confidentiality. A/w Ita position. Noted that Coaches have health assured benefit as part of accreditation.
Reward and recognition - Throughout the year - look out for members who deserve to be recognised. Advertise from grass season to nominate. Notify / short bio / mgt committee votes / salver order + inscribe. To look at the process of awards / parameters agreed. Why not wider members to vote.
Awards exclude committee members / scope of awards. How can LTA and ABTO awards be more distinct.
2025 is the 25th anniversary of ABTO. The ABTO Way - new category each value.
Diversity and Inclusion LTA IDEA group representation from ABTO. recruitment / recognition across the board. Development group. Data of members to inform priorities.
Digital - Clubspark website. FB private Group and Public page.
Action - Join Whatsapp group and relevant panel / working group.
https://chat.whatsapp.com/Fwm1ub4QNGy6SInfw09HAD
Referee engagement ABTO harder to connect to referees. Make new referees feel welcome and demonstrate value of ABTO membership.
ACTIONS (all due by 14 Feb)
All groups to meet by 14 Feb



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 Panel / group administrator - appoint. Coordinates group + meeting. (returning members) - Send name to MG
 Panels / Groups to agree priorities for the year and send to MG
Transfer Gmail accounts
 Review and update terms of reference - save to dropbox and notify VM
 New terms of reference for Fees and expenses.
Officer terms of reference to VM.
Non committee members may join working groups.
File sharing platforms
Dropbox. As opposed to sending attachments.
Action: MG - To give access to dropbox to all members.
Action: RW - Explore other options to dropbox.
Membership status
Over 1000 - Full 888, associate 156 (retired), hon life 8
99 licensed but not ABTO.
Ivan re-joined 7.07
• Other
Communications - More content needed, ideas to be send to MG.
Action: Send Newsletter content ideas to MG.
 Contact details / photo - any change? – send to MG by 14 Feb.
SW - Uniform access to LTA store?
Has to be affordable. LTA accessories with abto branding.





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6.	Championships update
	Thank you to AWy for producing report.
	Action: MG to take Questions for AWy
	VM - are we looking to improve from 100% review officials abroad?
	IM - Is there a pathway for domestic officials to become review officials?
	SW- any plans to introduce tech support for match assistants?
	SW - last year there was a Welfare issue at the qualifying event - sun shades could not rise appropriately to cover chair umpires. Will this be looked in to?
	IM – when will fee for match assistants be communicated?
7. ABTO Accounts	Action: DM will contact all members attending in person for mileage and bank details to reimburse expenses for those travelling to the NTC.
 AOB as previously notified (if any, time permitting) 	None
9. Close	19:34