

Tuesday 14 January

ABTO Minutes

<p>1. Welcome and apologies</p> <p>Meeting started 17:30</p>	<p>Attended:</p> <p>In person: Sangeeta Arora (SA), Graham Silvester (GS), Malgorzata Grzyb (MG), Sophie Kitson (SK), Ruth Watts (RW), Steven Wilkinson (SW)</p> <p>Teams: Steff Johnston (SJ), Veronica Mwondela (VM), Selena Coburn (SC), Ivan Milatović (IM) (5.30-6.00, 7.00-end).</p> <p>Apologies: Darren Michaels (DM), Matthew Morrissey (MM), Alex Wolfe (AW)</p> <p>Thanks to Matthew + LTA for giving us access to room and tech.</p> <p>Thank you to Steff for the handover to Sangeeta .</p>
<p>2. Declarations of interest</p>	<p>None declared.</p>
<p>3. Matters not on the agenda (to be taken as AOB, time permitting) -</p>	<p>None.</p>
<p>4. Meeting objectives</p>	<p>Set out groundwork and familiarise ourselves with the committee way of working.</p>
<p>5 Chair's Report:.</p>	<p>Structure & next steps - Summary of Panels and working groups.</p> <p>Grading: panel looks to see where improvements and changes may be needed. Also carries out end of year grading review of LTA decisions.</p> <p>Selections: structured panel - responding to what the LTA sends for Performance and Designate calendar. Don't get non-professional selections for on-court assignments.</p> <p>Training and development - The Conversation; Mentoring programme; receives evaluations (non pro umpires) / identify training needs / Referee evaluations</p>

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 lta 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/Fwm1ub4QNGy6Slnfw09HAD>

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**

- 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.

6.	<p>Championships update</p> <p>Thank you to AWy for producing report.</p> <p>Action: MG to take Questions for AWy</p> <p>VM - are we looking to improve from 100% review officials abroad?</p> <p>IM - Is there a pathway for domestic officials to become review officials?</p> <p>SW- any plans to introduce tech support for match assistants?</p> <p>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?</p> <p>IM – when will fee for match assistants be communicated?</p>
7. ABTO Accounts	<p>Action: DM will contact all members attending in person for mileage and bank details to reimburse expenses for those travelling to the NTC.</p>
8. AOB as previously notified (if any, time permitting)	None
9. Close	19:34