

Leeds Adel Hockey AGM 16th May 2022

Present – Mark Powley, Hannah Fisk, Tom Webb, Greg Hilton, Gabby Nusenbaum, Pam Hardaker, Iona Boyle, Steph Bradbeer, Richard Hinds, Will Powley, Alice Bowler, Sophie Powley, Natalie Innes, Abigail Taylor, Kate Smith, Andy Alldred, Joseph Alldred, Zoe Mather, Natasha Barker, Katie White, Ben Hendley, Ross Nichols, Michael Parr, Charlie Sorton, Alex Percival, Toby Ratcliffe, Sacha Ghionis, Lottie Butler, Becky Louth, Gareth Maver, Sam Borley, Zoe Schoefield, Rosie Porter, Abby Pilbeam, Lucy Callaghan, Harriet Parker, Kate Watson, Alex Vrijheid, Ian Philips, Becky Hill, Mary-Jane Auckland Child, Ellie Pritchard, Sam Jackson, Simon Taylor, Andy Hedge, Charlie Surridge, Archie Wimborne, Ursy Walton, Cian Tye, Sophie Bell, Rachel Barson, Jane Holmes, Rosie Baker

Apologies – Matt Aldred, Matty Brayshaw, Nic Crocker, Megan Curtiss, Chloe Cherry, Hans Cowx, Simon Ball

Introduction:

Mark Powley began by welcoming everyone to the AGM, noting it was good to be back in a face to face environment after 2 years of AGMs via Zoom.

It was noted that the meeting was quorate with 53 in attendance.

MP advised that since the last AGM there had sadly been one death of a former member: Brian Joy, who played for Adel in the 1970-80s, and after retiring was often a presence in the AWMA bar afterwards. A minute's silence was held as a mark of respect for Brian.

MP advised that last year's AGM minutes had been issued with the calling notice for this year's AGM.

Last year's AGM minutes were agreed as a true and fair record of the meeting with Sam Jackson – proposer, and Greg Hilton seconding and the minutes were unanimously approved.

Chairman's Report – Mark Powley

Committee Activity

MP summarised the number of meetings held by the Executive Committee but also further meetings where the hockey section were required to attend, including meetings with Y&NE Area, England Hockey, AWMA and various sub-committees, and a number of sponsors and suppliers for the fencing and lighting projects.

It was noted that the club now attracted a number of sponsors, largely thanks to the efforts of Gaby Nusenbaum and her contacts.

MP thanked all who had represented the club on the above.

Thanks were also due to Sam Jackson for all his hard work on the lighting project – this was essential to not only improve the quality of the astro pitch lighting, but also in view of the

imminent hike in electricity prices that could have a catastrophic impact on the costs for AWMA and the hockey section in particular. MP thanked AWMA for their support and financial contribution which would greatly help reduce lighting costs at the astro going forward.

All of these meetings are with the aim of continuing to drive forward, develop and improve the experience for all stakeholders at Adel - for everyone to enjoy it and promote our club.

MP confirmed that 2021/22 season had been one of our most successful seasons on pitch.

Thanks

MP thanked all committee members, especially those stepping down from their current roles – Hannah Fisk after 4 years as secretary and Ellie Pritchard after a similar period as social secretary.

Thanks were also given to all skippers – especially James Stroomer, Sam Jackson, Jane Holmes, Charlie Surridge and Taryn Reynolds who are stepping down.

Thanks were also given to all coaches and umpires, junior training co-ordinators, AWMA bar staff, parents, supports and our sponsors.

Without the latter, we would have struggled to be in the relatively healthy financial position post covid impact on playing and finances.

Development and Improvement - Off the pitch

MP summarised the great progress that the club has made off the pitch in the last 10 years and since the new astro playing surface was installed in 2014. There has been significant improvement in our fencing, lighting, dug outs, paths, teas, goals and overall experience at Adel.

In covid it became apparent the pitch was not as secure as hoped, leading to significant investment in improved security and fencing. In the first year of covid, our main focus was just getting people back on a pitch so thanks to Ellie and Hannah for their respective covid officer roles.

Development and Improvement - On the pitch

On pitch success goes hand in hand with the off pitch successes as 17 League titles in 7 seasons since the new astro was installed testifies, along with several other promotions. The club has only suffered 2 relegations over the same period.

Review 2021/22

Successes:

MP summarised the notable successes of the last season including:

- 1) On pitch success with 4 league titles and one further promotion
- 2) Good coaching structure - thanks to Will Powley, Mike Parr, Simon Ball and Ben Hendley they have ensured coaches for all 11 teams at weekly training sessions. It is great to have people who want to give back to club and invest their time.
- 3) Continued good junior integration into the senior teams.
- 4) Meeting all fixture requirements - other clubs have had difficulty getting sides out post covid, pulling teams from the league or not fulfilling some fixtures.
 - We have fulfilled all our fixtures and got sides out every week!
- 5) Summer league – this is vital for our continued success as it brings income from other clubs that helps support the pitch fund
- 6) Hockey Heroes – extending our hockey reach to a younger generation thanks to MJ Auckland Child, Ellie Pritchard and Rosie Baker for their oversight of these sessions.
- 7) Successful End of season dinner – this is our flagship event, and after a 2 year gap, it was great to see a huge turnout and celebrate our many successes.
- 8) Challenges of covid – we are hopefully through the worst of it now, but we successfully navigated through some challenging times adapting to different playing circumstances.
- 9) Facilities upgrades.
- 10) Good financial management: Tom Webb has taken over from Sam Jackson this last season. In view of the curtailed season before last, the committee offered members a subs reduction and thanks to those who didn't take refund and generously helped bolster club finances.
- 11) Sponsors – without whom some of the major projects would simply not have been possible

Challenges

- 1) GMS – the new EH fixture app that sadly did not work as hoped. Hopefully will be better next season.
- 2) Pitch security - Please ensure pitch is locked up after sessions.
- 3) Junior section – a difficult first season under the new structure and additional volunteers are needed.

- 4) Social media use has occasionally been inappropriate with some criticism of officials and opposition, which goes against our clubs codes of conduct and respect policy
- 5) Sadly a warning regarding drugs use on the Adel premises or at Adel hockey events had to be issued and disappointingly a recent incident had led to disciplinary measures being imposed on a club member.
- 6) #ATID 'One Club' spirit
 - We operate as one club, and are a friendly and inclusive club who welcome all members. We have built up an excellent reputation and image but recently there are signs of in-fighting, lack of respect for other members and a rise in the number of issues that are reported to the Chair and Welfare Officer for consideration.

MP announced that for a number of reasons, he plans to step down as Chair at the earliest opportunity, either once a suitable successor can be found or by 1st September 2022 at the latest. Whilst he has enjoyed the majority of his 7 year tenure as chair of the club, this last season has seen a significant rise in issues that need to be addressed, taking up a considerable amount of time, some of which could be avoided if members were able to follow codes of conduct and respect. MP thanked those who had given him particular support over his time as Chair.

Men's Section – Greg Hilton

GH gave big thanks to Mark on behalf of the club, for the huge amount of work he has done and we are grateful to him.

GH advised that he has been here for 37 years and this has been the most successful season in that time. This last season there had been 108 senior players in Saturday squads with U18s in all teams. A summary of the men's team performance is shown below.

	League Pos	Played	Won	Draw	Lost	For	Against	Difference	Points
Leeds Adel 1	1	20	18	1	1	106	28	78	55
Leeds Adel 2	2	22	15	4	3	95	39	56	49
Leeds Adel 3	1	22	19	2	1	84	26	58	59
Leeds Adel 4	1	22	17	2	3	82	30	52	53
Leeds Adel 5	4	16	10	1	5	55	27	28	31
Leeds Adel 6	8	16	2	2	12	17	66	-49	8
Total						439	216	223	255
Average						73	36	37	43

GH also advised that there had been strong training attendance across the years and the flow through teams was working well.

GH thanked all players, Ian as fixtures secretary, all skippers, all coaches and everyone who makes hockey happen. Thanks to both Sam and Stroomer who are stepping down as captains.

It was also noted that there was good Adel representation in all of the recently announced Yorkshire & North East Area Masters Squads.

Aims for next year:

- 1) Hoping for some more promotions next year with good training turnout and people continuing to enjoy hockey and Adel.
- 2) Link in with junior boys.
- 3) Trying to think about more as a club not playing for a team - Percy playing 1st team then as GK for 6th team – kind of club spirit we are after.

Comments from floor

Sam Jackson - M1s are now 1 league below national league so do we need to make sure we start preparing for that as there are certain things to consider regarding spectators, dugouts etc.

Natasha Barker reminded everyone that children and dogs should not be allowed on the pitch or in the dugouts during adult games and it was up to the umpires & skippers to police. Richard Hinds suggested we should be aiming for more sustainable results and that it was not fun for anyone to yo-yo up and down different teams.

Greg Hilton – A reminder that we are willing to support development of coaches – speak to Will Powley about this.

MP advised that a big part of our success is our junior development with 6 of our men’s M1s this season started out as Adel U10s .

Ladies Section – Gabby Nusenbaum

GN advised that it had been a generally successful season, but not without challenges.

TEAM	P	W	D	L	GF	GA	DIFF	PTS	POS
LADIES 1	22	13	4	5	57	23	34	43	4
LADIES 2	22	5	6	11	28	45	-17	21	10
LADIES 3	16	9	1	6	43	24	19	28	3
LADIES 4 (C)	21	18	3	0	130	9	121	57	1
LADIES 5	12	5	3	3	60	21	39	21	2
TOTAL	93	50	17	25	318	122			

The ladies section results are summarised above with the Ladies 4s promoted as champions. This was a great achievement, with wonderful team spirit, and the team had not surprisingly scored most goals in ladies section.

Team spirit was high across all teams, with an overall great club spirit.

Large turnouts at training and enthusiasm even in challenging weather conditions.

The ladies section had managed to fulfil every fixture, with the Ladies 5s having great turnout at training but low numbers for matches on Saturdays, sometimes going with 10 and no GK yet still winning. Gabby and the ladies 5s coach Alice, had discussed with the 4s and 5s captains and as a result some fixtures were rearranged so a full team could be put out. We had benefitted here from Gabby's role as a divisional league rep.

There was a balance to be struck between those who want to play competitively and those who want to have play for fun.

Like the men's section, there was good junior integration into all senior teams. Often this starts by introducing at mixed summer league and in the lower teams. But last season several parents were emailing in to say thank you for how encouraging and welcoming we all were as a club.

Again, we have had lots of enquires from players who have heard of our successes and how friendly we are as a club.

Big thanks to all the coaches: Si, Hans, Alice, Jane, Tom, Sophie and Will. Sometimes, it's not all about coaching qualifications – many of them have a wealth of experience and knowledge they can give. Thanks especially to Will for managing to organise coaches for all teams.

Big thanks to everyone who is giving up personal time to help the club – hockey heroes, juniors.

Covid issues – thanks to those who have stepped up last minute when covid has thrown a spanner in the works, especially when that involves travelling long distances.

- Encouraging people to play for a club not a team.

Good spirit from ladies 2s when facing relegation – clubbed together and won matches they had lost previously in season. The league re-structure means 2s situation is precarious possibly being relegated due to Thirsk 1s being relegated but requesting that they drop down an additional league for next season, voluntarily.

Gabby also advised that summer league is up and running and this is vital for the club as it raises £10K pa for club finances, which goes towards the much needed pitch fund .

Gabby advised that looking ahead for next season:

- 1) Looking for new L1s coach and Will sorting coaches for rest of the ladies section.
- 2) Look to be more visible in the local community – links with schools, workplaces, colleges, 'what can we do as a hockey club to help?'
- 3) Integrating masters hockey back in to the ladies section.
- 4) Pre-season fitness
- 5) Continued integration with men's and juniors.
- 6) Attempt to integrate with other sections at AWMA.

Comments from floor

Katie White – been really good to have Hans as a coach this year at midweek training but then the absence of the coach at games on a weekend was frustrating and some continuity was preferable. MP advised that finding someone who could do both midweek and weekends for a team was almost impossible in the current climate and that the midweek volunteer coaches all had their own playing commitments at the weekends.

Zoe Mather – Is there any way to attract more GKs and provide some dedicated GK training? It was noted that an advert had been placed on both the YHA and EH websites at the start of the season for new goalkeepers. Michael Parr advised that the plan for next season is that there will be GK session every 3 weeks on a Monday night at same time as fitness training.

Junior Section – Pam Hardaker

Pam advised that we did well to retain numbers across junior section with a slight increase at some age groups. The playing numbers are shown in the table below.

	GIRLS	BOYS	TOTAL
U10	28 (24)	17 (19)	45 (43)
U12	29 (14)	11 (18)	40 (32)
U14	21 (29)	23 (11)	46 (40)
U16	11 (14)	13 (15)	24 (29)
	89 (81)	64 (63)	155(144)

U16 numbers are dropping.

- 1) Part of that is they really enjoy playing in the adult ladies teams and therefore commitment to juniors suffer as a result.
- 2) A number of U14s have played up to get teams out.
- 3) Projected numbers for next season in this category suggest we don't have enough for a team at this stage.
- 4) Another challenge is that a number of the U14s from GSAL have lots of school fixture commitments so can't always play at weekends.

It was noted that we do have lots of numbers coming through at the younger age groups though.

The EH restructure has been an absolute nightmare, due to huge travel to away games with the knock on effect being that if studying for GCSEs and playing on Saturday in the senior teams, parents are not keen to let them have another day away from study and play juniors on a Sunday.

Pam made specific thanks to:

- Adults: Natalie Innes, Jane Goode, Steven Seligmann, Rich Partner, Alice Bowler, Helen Slinger, Claire Chadwick, Stuart Boomer, Rich Bingham, Giles Primmer, Andy Miles.

- Juniors: Joe & Hannah Greer, Becky & Jess Renton, Tom Alldred.
- They give up evenings to train juniors.
- Rich Bingham – big part of coaching boys and huge commitment driving over from York every Friday but applying for jobs out of area so we may lose him next season. Ideally need men to come and coach an hour a week on Friday night to get boys involved.

GH suggested that one solution might be to move under 16 boys training from Friday to Wednesday evening – this had been trialled previously but stopped because not enough pitch time when proved popular.

It has been fed back to EH that the new structure isn't working in the North East but they plan on continuing as it works elsewhere.

For next season:

- 1) Plea for coaches for next year and volunteers!
- 2) Umpiring issues – will need to provide 2 home umpires – ideally L1 qualified.
- 3) Pam advised that she was previously trying to step down, but given many changes will stay on in an assistant role as Jane Goode has kindly agreed to step up and help Pam run juniors for next season.

Comments from floor

Natasha Barker – happy to help with umpires but needs more warning than the Friday night request – not our fault EHs last minute. Should be different next year.

Mark Powley reiterated the huge thanks to Pam and all others on the slide for helping with juniors this season.

Treasurers Report – Tom Webb

TW began by thanking o Sam Jackson for a smooth handover when he took over as Treasurer. Thanks also to Alice Bowler for help on the membership side.

Profit and Loss to account to 30th September 2021

	2018/19	2019/20	2020/21
Income	£68,276	£29,834	£50,644
Expenses	£92,234	£33,294	£18,666
Profit/Loss	(£23,957)	(£3,458)	31,977
End of year account balance	£5,327	£1,805	£31,471

 Detailed P&L			
	2019/20	2020/21	Variance
Subscriptions	£31,524	£43,571	£12,047
Sponsorship	-	£4,500	£4,500
Other incl. Summer league	(£598)	£2,573	£3,171
Total	£29,835	£50,644	£20,809
AWMA/Pitch fund	£12,923	£7,430	£5,493
Affiliations/ Competitions	£4,672	£823	£3,849
Coaching	£4,532	£4,122	£410
Pitch Hire (GSAL/RT/B/W)	£1,031		£1,031
Equipment	£816	£1,118	(£302)
Match Teas	£3,548	£88	£3,460
Other	£3,225	£3,991	(£776)
Umpires	£1,932	£870	£1,062
Development	£615	£225	£390
Total expenditure	£33,294	£18,677	£36,752
Profit	(£3,459)	£31,977	£36,752

2021 was an unusual year as whilst COVID significantly impacted our ability to play, our cash balances improved.

In 2020/21 we had brought in around £50K of income, and £32K of profit and some key factors were

- 1) No summer league so loss of revenue from external teams entering
- 2) Lower costs: more matches were cancelled as was coaching and associated match costs such as travel, match teas and umpiring.
- 3) Subs as expected with membership fees remained at their existing rate (in advance of a reduction in 2021/22).

2021 and beyond

2021/22 saw reduced fees across the club with a discount option as a result of the reduced playing and training time arising from covid implications taken up by roughly 30% of members.

- An initially projected deficit for 2021/22 is likely to now be a small surplus after investment in:
 - a. Lighting repairs and energy efficient lighting (£20k)
 - b. Fencing and pitch side improvements
 - c. Restarted payments into the pitch fund (£14k)

TW estimated that the club and AWMA will need to find £220,000 in 5-6 years' time to cover the costs of the next relaying of the Astro (noting we may have bought ourselves a year a two with low usage due to covid).

At the moment, we have around £15,000 in the pitch fund accounts, although whilst the costs of operating are rising significantly (electricity, fuel).

In summary, TW advised that we need to think about 2 key things:

- d. Having enough money for now to cover every day costs
- e. Needing enough money for a new pitch in 7 years - £250,000

Proposal

Following consideration at the last Executive committee meeting the proposal was to increase hockey membership subs to partly help fund the shortfall required to fully fund the pitch fund.

If we put membership fees up by 10% then we could expect to see around £5,000/year extra revenue, which along with sponsorship and summer league would help close the gap. As a result it was proposed that adult fees will increase from £300 to £325 and Juniors from £100 to £110. There has been no increase since 2018 (when we switched to current system).

- Inflation in this period has increased by 9% with costs currently projected to increase by 10%+ for the next year (electricity much faster).
- We are still one of the cheapest clubs in the area and we still here to support those who have financial difficulties – 10-15 people supported this year. It is important that those who are paying subs need to feel benefits now not in 7 years' time.

Comments from floor

Richard Hinds – who owns the pitch?

- MP advised that the pitch is ultimately an asset of AWMA. However, the pitch fund is ring fenced – cannot be used for anything except pitch costs. This is contributed to by sections who use it on proportional basis. External hires are charged to use it and this goes into the fund too.
- One of the reasons we moved from GSAL for junior training was so that it freed up another £4K / year into our pitch fund.
- GH advised we had funding from England Hockey last time (~£150K) – but that this was on the we would raise funds ourselves for next one.

Hattie Parker – fuel payments have been a bit hit and miss this year – is there a better way for this to be done going forward?

- TW advised that Sam Jackson has made a spreadsheet of all grounds in areas but was optimistic that there should be a better way of doing this next year. Mileage rates increased in March due to petrol costs increasing. TW will look into this ahead of the new season

Katie White – any plans to do lights up to pitch along the path as its quite dark on evenings?

- Sam Jackson advised that there were plans in place for this to be installed ahead of the new season.
- Sam Jackson also advised that it was estimated that the club and AWMA will break even in around 4 years' time to recover the costs for the project taking place in June 2022 to change to energy efficient lighting and stabilise the 2 wobbly masts..

The proposed membership increase was presented to the meeting and was unanimously agreed by the members present.

Proposals/Elections

New Vice presidents

- f. Rachel Barson – fixtures, captain, secretary, 1s and 2s player.
- g. Ben Hendley – former M1s player, huge coaching contribution across the team s and years

Pam Hardaker – proposer, Si Taylor 2nd.

Both new Vice Presidents were unanimously agreed.

Contested positions

MP advised that there were 2 contested positions following the receipt of nominations and these were:

Ladies Club Captain

- Gabby Nusbaum (incumbent)
- Ellie Pritchard

Ladies Fixtures Co-ordinator

- Gabby Nusbaum (incumbent)
- Natasha Barker

MP explained the format that would be followed and this would be:

- a. Presentation from both nominees (3 mins each)
- b. Questions from the floor
- c. Vote – by ballot paper
- d. Eligible hockey section members only (checked)
- e. Result announced (after both contested positions voted for)

Following the presentations and question and answer session, members were invited to vote for each role. After counting the votes received, Ellie Pritchard and Tash Barker were duly elected as Ladies Club Captain and Ladies fixture Secretary respectively.

MP congratulated both candidates on behalf of the club and wished them success in their new roles for the season ahead.

MP also thanked Gabby for her work on the committee in both roles over many years where she had delivered great success and her loss from the committee potentially left other gaps to fill and asked everyone to pass on their appreciation and support to her for the difference she had made to the club during her tenure.

Exec Committee

Role	Incumbent	Proposed
President	Bridget Petty	Bridget Petty
Chairperson	Mark Powley	Mark Powley
General Secretary	Hannah Fisk	Vacant position
Treasurer	Tom Webb	Tom Webb
Men's Club Captain	Greg Hilton	Greg Hilton
Women's Club Captain	Gabby Nusenbaum	Contested position
Youth & Welfare Officer	Bridget Petty	Bridget Petty
Junior Co-ordinator	Pam Hardaker	Pam Hardaker/Jane Goode
AWMA Rep to Council	Mark Powley	Bridget Petty
Membership Secretary	Alice Bowler	Alice Bowler
Comms Coordinator	Sophie Powley/Abbie Taylor	Sophie Powley/Abbie Taylor

The above positions for the Executive Committee were proposed by Sam Jackson and seconded by Ellie Pritchard with unanimous agreement, noting MP's earlier comments regarding his position as Chair.

Playing committee

Role	Incumbent	Proposed
Ladies Fixture Coordinator	Gaby Nusenbaum	Contested position
Men's Fixtures Coordinator	Ian Phillips	Ian Phillips
Coaching Coordinator	Will Powley	Will Powley
M1 Captain	James Stroomer	Toby Ratcliffe
M2 Captain	Matt Aldred	Matt Aldred
M3 Captain	Sam Jackson	Vacant position
M4 Captain	Nic Crocker	Nic Crocker
M5 Captain	Stefan Palenski	Stefan Palenski
M6 Captain	John Holden	Andy Hedge
L1 Captain	Sophie Powley	Sophie Powley
L2 Captain	Jane Holmes	Sacha Ghionis
L3 Captain	Charlie Surrige	MJ Auckland Child
L4 Captain	Taryn Reynolds	Megan Curtiss
L5 Captain	Alex Fox	Alex Fox
Men's Masters Captain	Nick Cooper	Nick Cooper
Mixed Captain	Jane Goode/Hattie Parker	Vacant position

It was noted that Hans Cowx had volunteered to stand as Men's 3s skipper earlier in the day.

The above positions (including Hans as Men's 3s skipper) were proposed by Ellie Pritchard and seconded by Sam Jackson with unanimous agreement. Additionally, Hattie Parker and Charlie Sorton agreed to stand as mixed team skipper which was also unanimously agreed.

Volunteer committee

Role	Incumbent	Proposed
Ladies Social Secretary	Ellie Pritchard	Hattie Parker
Men's Social Secretary	Tim McDonald	Vacant position
Umpire Coordinator	Jim Cockburn	Jim Cockburn
Grounds Secretary	Sam Jackson	Sam Jackson
Diversity Officer	Rosie Baker	Rosie Baker
Webmaster	Greg Hilton	Zoe Mather
Match Tea Coordinator	Luke Taylor	Tash Barker/Mike Parr
Kit & Sponsorship Coordinator	Simon Ball/Gaby Nusenbaum	Simon Ball/Gaby Nusenbaum
Auditor of the Accounts	Simon Taylor	Simon Taylor
Summer League Coordinators	Gaby Nusenbaum/Greg Hilton	-
100 Club Coordinator	Vacant position	Vacant position

A nomination from the floor for the vacant Men's Social Secretary role was received from Alex Percival. All of the above, including the men's social secretary were proposed by Rachel Barson and seconded by Becky Louth with unanimous agreement.

AOB

MP advised that it was the annual Adel Summer Fete on Sunday 26th June and being organised by Bridget. Volunteers were needed from the hockey section please!

Lighting upgrade – Astro pitch will not be accessible for 10 days in June. Will be updated on social media.

Comments from Floor

Mike Parr - 27th August – national league day with some international players coming up. Potential to make this a big occasion.

Cian Tye - Any scope for helping members through umpiring qualification?

- Yes there is a process, speak to club captains.

MP thanked all attendees for coming to the AGM and contributing to the discussions and wished everyone well for the next season.

There being no further business the meeting closed at 9.25pm.