

## **Leeds Adel Hockey Club AGM 17/04**

### **Present**

Alice Bowler, Bryony Wellman, Ellie Pritchard, Becky Hill, Hattie Parker, Jane Goode, Kate Beech, MK Auckland-Child, Rosie Holder, Sophie Powley, Zoe Mather, Alex Percival, Andrew Grindrod, Charlie Sorton, Cian Tye, Dave Margerison, Gareth Maver, Greg Hilton, Hans Cowx, Iain Mitchell, Louis Bowden, Matt Aldred, Nick Cooper, Sam Jackson, Ross Nichols, Si Taylor, Will Powley, Bridget Petty, Mark Powley, Charlotte Winn, Tom Webb, Rich Poll

### **Apologies**

Adam Kendall, Kate Watson, Chloe Cherry, Jemma Frazer, Tash Barker, Nathan Hemming, Rachel Barson, Stefan Palenski, Holly Sheen, Richard Foster

### **Last years minutes**

Proposer GH

Second HP

Meeting Commenced 19.40

### **Chairmans Report/ Comments**

- These last several years have been extremely progressive and we're now in a spot where we can compete with other big clubs in the area
- Pitch was relayed 8/9 years ago
- 4 relegations, 17 league titles. Shows how far the club has come
- 1st year of a transitional period with long term members stepping down from roles and new people stepping up
- Improvement of lighting £65k, half by club, half by AWMA. 6-8k savings each year
- Thanks again to coaching and umpire coord increasing the number of coaches/umpires available
- Thanks to all those stepping down from current role and the work they've done, Bridget Petty, Will Powley, Hattie Parker, Greg Hilton, as well as captains stepping down
- We're in a strong financial position in the short, medium, and now long term plan that will allow us to fund our own pitch renewal
- We aim to update our constitution in line with AWMAs
- Thanks to MJ for running hockey heroes which has been growing over the last year

### **Hockey Heroes**

- 4-8 year olds
- Designed by EH which we sign up to so we can access the equipment/material etc
- Might change this to 4-7
- 8yr olds work well in the U10
- 8 weeks of coaching
- Shirt, sticks, ball

- MJ would like to expand the area we bring players in from
- Increasing the number of male coaches would be a good boost

### **School outreach programme**

- Run by Becky Hill and Jane Goode
- This is for schools in the area to use our pitch for free with coaching from Adel Coaches on a Wednesday afternoon.
- 3 schools currently involved - looking to expand this

### **Sustainable Development for the club**

1. Volunteer pool
  - a. We rely on volunteers which reflects on what we pay in subs
  - b. Increasing the volume and skill of these is something we want to work towards
2. Existing facilities
  - a. We are now in a position to say we are self sufficient in renewing our own facilities
  - b. We look to have achieved this so things like grants can be obtained for new projects
3. New facilities
  - a. Changing facilities a high priority.
4. Playing standard
  - a. building competitive teams at each age and level of the pyramid
5. A renewed focus on our Junior membership
6. Improving our local community impact, external image, and legacy projects

### **Treasurer**

Previous financial year, these run September to September

- Club discounted fees into the next playing year which was an opt in basis
- Those who could afford to pay the full amount did
- Alice was able to set this up well
- Balanced looking after our members and being sustainable
- Income 59k
- Expenses 34k last year
- Donations (to AWMA) are what we pay towards the broader running of the club
- A lot of this goes into the pitch fund
- Anyone who uses the pitch also contribute and this is based on use
- We've currently pay around 19k per year (as a section) into the fund - with other sections and external hires - around £30k is saved per year.
- Some amount each year spent on maintenance
- £20k from the pitch fund was spent on lighting in addition to our section specific contribution to the project
- £16k year end balance expected in 2023.

- Strong position to start up the new season and all the costs that are associated

### **Income**

- Subs biggest contributor
- External sources - sponsorship
- Summer league
  - So far in 2023 we are looking to be bringing in a lot through summer league compared to previous years

### **Outgoing**

- EH costs to partake in the leagues, insurance etc
- Paid coaching
- Repairs
- Driving expenses is petrol costs for away games
  - We increased the payment we make per litre in the last year
  - Other club don't make these payments
- Teas, some other clubs don't do this or do it poorly in comparison
- Improved teas this by increasing the budget to have better food and a dedicated person serving them
- There are a lot of outgoings but this is to improve the club
  
- This year we invested more into our members again with things like teas
- Mileage amounts currently £0.35 per mile
- Paid an increased amount to the pitch fund to hit our target
- Looking to next year we expect costs to increase again but we can fit within our current financial model.
  
- BP asks if we made a loss in 21/22
- Lighting project was classed as a one off capital expenditure, so for accounting purposes it wasn't treated as a cost to this year in our end of year balances
  
- SJ clarified with MP previous pitch fund contributions (total ~£14k per year) now over doubled.
- We are also utilising the pitch effectively
- £10k for external bookings
- 2 biggest payments from the pitch fund recently were improving security and lighting.
- Long term investments - not required again for >25 years.
- MP doesn't expect us to have any large spends in the near future
- GH explains that previous grants were given on the basis we fund our own pitch fund
- BP has asked for more detail on our income - which it would be agreed it would be provided going forward
- 30th September is the end of financial year and we can publish a much more detailed report of our income/outgoings
- RH asks to add a YTD column and forecast to year end for 2024

## **Mens**

- From 2017 M1s either won a league or came second every season
- 4 teams promoted last season
- Despite challenges we've been able to put strong teams out
- Will P has put some great work in getting a coach for every team so thanks to him
- M2s just got relegated on one point. Despite everything they stuck on and fought to the end
- The leagues are being changed but they are very competitive
- 4s went up 2 leagues and hung on
- 5s promised to win the league, but didn't
- Juniors have come through to competitive leagues and improved massively
- We're having to turn new members away which has never happened before
- Last year 6s didn't have enough players, now they probably have too many. But due to opposition they only played about half their games
- Andy G mentions that this is a problem to solve next year to ensure we develop our juniors
- Greg explains we are looking to filter players
- Ian P has been liaising with Yorkshire hockey so they can look to stop poor number of fixtures for our 6s happening again
- SJ discussed and thanked other teams in the club for putting on friendlies we've arranged internally
- Greg wants to thank everyone who's helped with the running of matches and training

## **Ladies**

- Ellie thanks everyone who has helped running the club, coaches and umpires etc
- Great turnout for training has resulted in a great development of players
- Thanks to all the captains including those that started the year but had to give up the role
- Quality of the umpiring has been strong this year
- 104 ladies members, 35 new which is a lot and 4 returning players
- 4 GKs which is unheard of previous years
- Was able to fulfill all fixtures despite things like half term
- Squads have remained stable and no one has had to sit out
- No promotions this year and 1 relegation
- Teams have narrowly avoided relegation (L1, 4)
- Strong results against good opposition throughout the year
- L3s best performing side despite a tricky start
- Perseverance paid off
- Loss of players at the top end of the club
- Captaincy has changed hands during the year
  
- Lots of new members across the club and they're integrating well
- Training always has a good turnout despite things like weather and thanks to the coaches

- Despite the league structure and challenging leagues attitude has remained very positive
- Tried to introduce a ladies masters but we weren't able to field one
- We are hosting one in summer league which hopefully we can take into next season
- It would be good to support players that we lose to family and might not see again so helping them integrate back in is important

### **Next season**

- Full time traveling coach for L1s
- Host a masters team to submit into the tournament
- Continue to integrate juniors into the senior teams
- Maintain the positive attitude
- Improve on the league results
- Continue to review member total in case we can enter a ladies 6th team but currently this isn't achievable based on various factors
- GK training started the year so bringing this back would be excellent

### **Juniors**

#### **U14**

U14 boys struggled to fulfill fixtures at the start of the season due to a lack of members, but gained new players through the season and managed to play all their games in the second half of the year. Given that the team included multiple players new to hockey they achieved some great results in those games.

The U16 boys managed to fulfill all of their fixtures (excluding Lindum) and did win a few of their games but sometimes struggled to get their best team on the pitch due to players having other commitments in rugby & cricket. The strongest players in the team were those playing regularly for the senior teams, so it would be good to encourage more of them to come to senior training next season.

#### **U12**

The girls started the season with two teams, one in top league and one in the bottom. The A team struggled initially and dropped down a couple of leagues but managed to fight their way back up and finished 7<sup>th</sup> overall in the end of season playoffs, following a very exciting penalty shuffle after a draw at full time. After 6 shuffles we were still drawing 0-0 so decided to share 7<sup>th</sup> place. (Well above Leeds !) Not bad considering the GK was an U10 who saved all 6 of the shuffles.

We have managed to get three teams out for the latter half of the season with the B team in a middle league and C team in the bottom. The C team were only not promoted as we were using an average gk each time which meant conceding the matches!

Boys have struggled on a few occasions to get out a full team due to morning games and several of them playing football or rugby. Good news is we have found a very keen gk at this age and numbers are slowly increasing.

Good turnout of players at Fri training sessions and increasing number of parents helping, many thanks to all of them.

If you want anything else feel free to get back to me.

## **U10**

U10s - 48 children on the register (2 decided not to continue) good training attendance usually 35+ each week. 16 boys and 32 girls. Myself, Jim, Rich, Steven and Helen coaching regularly. Helpers Alice W, Ben T, Hannah G, Hem B, Dylan H - all been very good (Alice and Ben have also umpired fixtures and will umpire more).

Started with 2 girls teams and 1 boys team in sept, now regularly getting 3 girls teams out and 1 boys (could almost get 2 out now).

Positives - good coach and parental support, lovely bunch of kids, Boys and Girls A have made it to EH plate finals on 23rd

Improvements - more coaches needed for game days still (especially ones willing to umpire to lighten the load).

- U10 48 on register
- 35+ at training
- Juniors are supporting the training as well as parents
- Increased the numbers of teams we put out for games throughout the year
- More coaches are needed as we relying on the same people
- A lot of coaches have children in those age categories and move up with them
- Improving kit for juniors
- Jane has spoken to companies about maintaining a simple junior kit
- Outreach has resulted in new members joining the club
  
- Pam H managed the junior section for around 25 years
- This is a very large section and managing it takes a lot of work
- Developing this area is key

## **Constitutional Changes**

- This is the rules of the club and how we do things
- From subs to volunteering to meetings
- Not updated in about 10 years
- AWMA decided to change their constitution and this meant all sections had to update theirs to be in line as best as possible
- We're a section of the umbrella org, AWMA which is a charity
- Took the opportunity to change we do things, such as committee, how meetings run, selection
- This gives our coaches, captains, and members have clear guidelines about

- HC made a case that the coaches should make selection, especially in the higher teams
- Especially if we're paying coaches to manage a team
- Previously it was down to captains
- When drafting this we decided to change this
- If a coach regularly attends Wednesday and Saturday then it should be their decision
- Any issues should be amicable but the CC can have a third vote
  
- MP explains that it is down to clear communication between the coach and captain
- Sam reads the draft
- Another factor we needed to consider was that people go into hockey coaching to develop and succeed at coaching
- If someone wants to develop as a coach then taking selection away could hamstring them
- We've had a high turnover of coaches and outgoing feedback is the lack of ownership they've had on selection
  
- SP would like a coach to come in and take that responsibility
- It can be hard to manage when coaches aren't there for every game/training to require input
- Ellie reiterates that the coach does need to be a regular attendee of Saturday games in order to have that final say on selection
- Allows these coaches to take responsibility
  
- MP suggests an amendment that we flip it around and captains have final say unless criteria is met for the coach to take ownership
- SJ says this has probably been looked at from a performance level and then moving down
- BH would rather have that decision taken away, particularly with difficult decisions
- GH clarifies this is supposed to be collaborative at all times
- These specific points are for the extreme circumstances as most times this won't happen
  
- KS asks if it would be worth having something formal in place for the volunteering roles to ensure they're there
- WP explains that with previous coaches who are also still actively playing it can be hard to balance because most are players and that can often be their priority for enjoyment
- He wouldn't be comfortable giving overarching responsibility of selection to a new coach, especially when there are differences of opinion
- Greg explains this circumstance is addressed and the CC would be able to step in
- We also conduct reviews of paid coaches and if there was continuous disagreement this would be addressed
- It's hard to cater for all situations but we do have recourse if there are problems
- This allows us to ensure coaches they have the responsibility but there are our own safeguards in place

- The 4 criteria for selection is now in the constitution instead of just the handbook
- SJ explains that any coaches that come in will have to fit what we want to achieve has a club and it should be simple to rectify
- WP asks what constitutes regular attendance of matches
- Greg explains this is often written into the coaches contract but we want to avoid mentioning paid/contracts in the constitution
- We've also added that teams filter up to avoid players missing out
  
- Dave asks why don't we have a dedicated member acting as AWMA Representative like previous years
- Rich explains that the council doesn't exist and the board doesn't require attendance of all sections
- Wording amendments to include liaising with the AWMA agreed
  
- ST asks if we still require an auditor for our accounts considering the new ways AWMA run the accounts
- TW doesn't think we need the role
- Agreed
  
- DM asks if we can add wording that allows us to host AGMs virtually if they can't be attended in person - agreed and amendment made
- No proxy voting will continue
- AWMA do allow proxy and this is where we differ
- MP asks does this need to align
- SJ explains we can deviate but we have to let AWMA know and why
- We felt that allowing proxy voting could cause problems
- Dave M says under the current rules we require 25% of members to attend for quorum
- 10% is logical and this needs amendment

### **Vote**

Unanimous in favour  
 No against of abstain

Proposer Mark  
 Second Bridget

### **Elections**

Membership and comms secretary drop off the exec under new constitution  
 Chloe C taking up welfare  
 Bryony L5s and membership

Proposer Simon Taylor  
 Second Harriet P

## **Tash B for L2s captain**

Proposer Zoe  
Second Cian

## **Removed auditor of accounts**

Proposer Hans  
Second Hattie

Vacant Roles

Mens CC  
Mens 2, 3  
Social sec  
Umpire coord  
Teas sec

- MA and CT put themselves forward for the social secretary role.
- LB has put himself forward for mens CC
- MA would like to say how good Louis has been this season for M2, 3s and the wider club as 3s captain
- MA is working on next M2s and will be in touch
- LB will be in touch about M3s captaincy
- SB will stay on as kit coord if no one comes forward

Proposal for subs remaining the same

Exception for M6s as we'll offer a 30% discount for members in that team during the 2022/23 season given the lack of games.

Proposer Hans  
Second Matt

Meeting Closed. 21.03