

Leeds Adel HC AGM 22nd April 2024

Present

Sam Jackson (SJ), Louis Bowden (LB), Ross Nichols (RN), Tom Webb (TW), Jane Goode (JG), Ian Phillips (IP), Ellie Pritchard (EP), Mark Powley (MP), Sophie Powley (SP), Gabby Nusenbaum (GB), Lottie Butler (LB), Abi Byerley (AB), Chloe Cherry (CC), Sarina Jassal (SJ), Laura Matthews (LM), Holly Sheen (HS), Charlotte Winn (CW), Roger Cherry (RC), MJ Aukland-Child (MJ), Bryony Wellman (BW), Kate Connor (KC), Kathy McMahon (KM), Tash Barker (TB), Jemma Frazer (JF), Dave Margerison (DM), Zoe Mather (ZM), Hannah Fisk (HF), Bridget Petty (BP), Alannah Fawbert (AF), Stefan Palenski (SP), Alice Bowler (AB), Will Powley (WP), Matt Aldred (MA), Hans Cowx (HC), Alex Percival (AP), Hattie Parker (HP), Nick Cooper (NC), John Black (JB), Evan Griffiths (EG),

Apologies

Greg Hilton, Becky Hill, Rachel Barson, Cian Tye, Adam Kendall, Nic Crocker, Ben Hendley

Brian Ferris, previous member of the club passed away in his 90s this last year

Previous minutes

Proposer HC, Seconded HP

Chairman's Report

- SJ doesn't like slideshows
- 2nd year as chairman
- Most number of volunteers this year that he's seen in the last 10 years he's been here
- Strong focus on developing the junior section which is blossoming
- U8s tournament held this weekend with 14 teams partaking. Plenty of other juniors helping throughout the event
- As chair he is there to give people direction and he's grateful to everyone in roles who have the ability to go out and do what needs doing
- Gives him to ability to focus on the development of the club and how we move forward
- Wants to focus on the foundations of our club, finances, infrastructure etc
- We know that at the end of the decade we'll have more than enough money to replace the pitch
- Recent opened a new account to earn interest on our savings
- Lots of new coaches this year and the club has been there to support them in improving as a coach
- New lighting has finally been fixed after all the issues this year
- Developing our home grown talent is a huge part of this which JG heads with a lot of help from others like AB

- Several teams making it to regional finals this year which hasn't happened for a long time
- The crossover between teams where everyone knows everyone else is really important to our identity so we can move players around, promote juniors and so on much easier
- SJ would like to have an expectation that all members do something to help the club once or twice a year
- End of season dinner with the muck in morning beforehand so we can keep the pitch looking good
- Biggest challenge to this club going forward will be the changing rooms and the funds we require which will improve a lot of
- Sniffer has been on the committee for 93 years
- SJ is the second longest member of the committee so we have a lot of fresh people in various roles
- BP's tenure as president ends today. She's a critical link between us and the AWMA board
- Thanks to CT as social sec moving away
- Sarah Stansbury running the teas role and arranging a team of members to keep teas up at the club
- SB for his role as kit coordinator and various roles previously
- HC taking up the coaching coord for this last year
- AB stepping back as media coordinator but will continue to do a lot of work with the U10s

Treasurer

- First year that COVID hasn't affected numbers whilst TW has been in the role
- We knew this was going to be a higher revenue year and the numbers can show how we've invested that
- Income increased over the last 3 years, most of which comes from member subs
- Overall slight loss for the year
- Pitch donations have increased substantially to ensure we have enough money to relay the pitch
- We keep cash in the bank because the year runs till the end of September. We have a lot of outgoings (equipment for the season ahead etc) but minimal money coming in
- Subs up nearly £14k vs previous year
- We always offer support for members under financial pressures
- Sponsorship mostly comes from Vision with some extras coming from banners around the club
- Summer league is also a big contributor with nearly £9k last year and we expect this to be over £10k for this year
- We've bought a surplus of kit and this means it's available for members on demand where needed
- Income jumped to nearly 80k
- Costs have increased as a result
- Coaches varies as a lot because availability is an ongoing issue
- We're spending money on developing our own coaches to alleviate this. It will increase costs but we'll benefit

- Startup costs for the season (balls, first aid kits, any GK kit that need sorting etc)
- Petrol costs increased throughout COVID but we brought that back down when fuel costs dropped
- The way of getting this paid has been much simpler
- Match tea budget increased again to step up the quality of teas and pay someone to serve them to keep everything running
- We have a lot of umpires that give their time for free. Had a few less this year but we've also made it easier to have fees paid
- All of these increased costs were planned into the annual budget
- TB asks if the figures are up to September 2023, confirmed
- SJ explains this is because the AWMA run their accounts this way so figures needs be finalised for this, well before the AGM
- SP asks what would happen to income/expense if we introduced new teams. It would only really increase the expenses because it would add to pitch hire, training, etc
- BP asks if we have the figures for this year so far
- TB if coming away from the COVID years will continue to make any changes. TW thinks broadly year on year we should now be pretty consistent
- September/October we burn 4/5k a month to get the season setup
- CW says the umpire costs will increase with Ladies 1s going in a league with neutral umpires
- MJ asks where the pitch fund is currently sitting
- SJ says this is currently in an AWMA account and it's our responsibility
- Currently sits at about £74k and AWMA owe us around £20k with BoE +1% interest on top
- BP has been working on a new account which will earn about 4%, 60k will go straight into that
- Leeds Beckett are paying 15k a year with inflation each year for the next 4 years
- Football and Lacrosse are paying in their share
- We will need 250k to 300k to relay the pitch
- MP says we've have unexpected costs previously that impacted the account (fences, dugouts etc).
- SJ says we're leaving 10-15k in immediate access account to cover anything that happens unexpectedly. The rest is on 90-day notice period
- He's also undergoing initial legal proceedings due to the mess that's happened with the installation and maintenance of the lights
- We have insurance for vandalism which we've had previously

Ladies

- Thanks to all captains, coaches, and umpires
- EP has had a lot of difficulties with Yorkshire and NE hockey over the year
- 116 members, 23 new, 36 on a waiting list (most of which are wanting to get back into hockey). Those of a higher standard were usually invited to train etc
- 1 promotion (L1s), no relegations, all games fulfilled

- Stats have improved across the board from league position, goals scored, etc
- Season started with all teams going with 16 and by February it dropped off a lot
- Still working on dedicated coach for L1s for training and Saturdays, especially with the promotion
- Huge number of people wanting to join vs spaces available

League Restructure

- The aim was to reduce the amount of travel but keep the ability of a good standard
- Yorkshire 3 has been scrapped and split it down into new Moor & Dale, and Peak & Wold leagues
- L4s have stayed in their league so there is a step up in leagues between all teams

Aims

- One of the aims for next season is to bring the L2s up and closer to the 1s because the gap is quite large
- Potential training timetable changes would mean more space for everyone in the Ladies side and earlier slots
- Try and get dedicated GK training and we have someone lined up
- Better pathways for the juniors to move up
- Back to hockey session

Questions

- HP brings up the large gap between the 1s and 2s so what are we going to do as a club to support the 2s in the coming season
- EP would be focus on the training aspect and mixing the 1s and 2s training sessions, especially if a dedicated coach can be brought it
- When players have to move up from the 2s this will make that step up easier and less of a 'shock' in terms of pace of play, moral, ability

Mens Report

- Thanks to all captains, coaches, umpires etc and those responsible for organising everything
- 117 members
- 12 new seniors
- U18s in all teams with 10 new started in M6s
- Waiting list of about 6 currently
- 1 promotion and 1 relegation due to the restructure
- Mens 1s and 5s dropped off compared to previous years
- 3s have stayed almost the same and the 4s have dropped off majorly after opting for double promotion a couple of years ago
- Mens 6s last year had about 12 games all year, this year they've had well over 3 including friendlies. Jack was a huge catalyst in achieving this for his team
- Mens 2s bounced back in YNE league

League Restructure

- M4s and M5s have a two league gap and this will change to being adjacent with Yorkshire 3 and 4 being split into Moor & Dale 1 and 2
- M5s are in the same league, it's just been renamed
- 6s moved from Moor 1 to Dale 1
- Jack and Louis in conversations with the league about this to make the lower leagues more enjoyable
- MP would like to have a chat with LB about the restructure so he can catch up in a meeting tomorrow
- Similar to ladies, numbers dropped off a lot over the colder months
- Few players joining at the higher level so players have had to move up as a result and it takes time for these players to bed in
- Does have the benefit of exposing more players to a higher level
- Juniors have been represented better across the club and we expect this to continue
- The spread of our teams across the leagues is good
- Aims for next season align with the Ladies side
- Improve pitch space for Mens 4-6s and tap into Beckett to supplement the higher teams
- LB will be talking to the Beckett captain when he can to see who might be interested
- We might look to trial a development side for additional games
- TB asks if Ladies plan to do the same with Beckett players. EP would rather focus on our current players. Changing the training times will allow that avenue to be open
- EP has spoken to previous CC from Beckett but the only interest players were at the lower level, not the higher ability

Juniors

- As always coaches/volunteers are always wanted
- Over 200 juniors with a lot more in hockey heroes and a long waiting list
- Thanks to all the coaches and extra helpers, including multiple of the older juniors helping

The juniors consist of 14 teams as well as our hockey heroes. We currently have over 200 juniors signed up and this is without the waiting list and hockey heroes. Going to provide a brief overview of all the teams:

Hockey Heroes

This year we have had 2 hockey heroes courses with 24 children aged 4-7. We had 5 of these children who took part in our u8 tournament which was so fab to see them play with a smile on their faces. Massive thank you to all the regular coaches Rosie, Alex, Sophie, Roger, Chloe, Holly and Pam. An extra special thank you to Jess Renton who has come to virtually all the sessions over the past 3 years and completed her hockey hero's sidekick training. Huge thank you to Sarina, Meg & Ellie being the main helpers.

U10s:

Such a fab season - 67 on the register to finish the season, with around average attendance at session 50-55 😊 lots of regular coaches, and plenty of willing helpers from the club which hasn't gone unnoticed - thank you! Regularly putting 3 girls teams and 2 boys teams out at YYHL and both girls and boys u10s teams are in the In2Hockey cup finals next Sunday at Weetwood !!!

U12 Boys:

The U12 boys started the season struggling to field 1 team in division 4 but through great commitment, fun times and enthusiasm we finished the season with 26 players and 2 successful teams!

Highlights for the season include team 1 finishing in division 2 in the YYHL league, team 2 drawing with Leeds A team and team 1 finishing 8th in the In2Hockey Cup finals held in Durham.

U12 Girls:

The U12 Girls has been really successful, with three teams competing in YYHL. Participation is excellent - we were the only club in Yorkshire or North East to have three teams in the Under 12 England Hockey In2Hockey tournament. Two of these teams qualified for the Regional Plate, with the A team finishing 5th and the B team finishing 8th.

U14 Boys:

At the start of the season we only had a small cohort of players within the U14 age group, with a small number of boys moving up from U12s joining the remaining U14s from last year. Through the season a number of new members joined the age group and this alongside some of the U12 boys who stayed on for the later session on a Friday evening meant that we consistently had enough players for a worthwhile training session.

U14 and 16 Girls:

I remember last year turning up to training and we had 6 regular players. This year we have had a consistent 30 junior girls playing for us. We've had ups and downs but overall it has been a successful journey and with the cohort coming through we are set for a fab season next year and we are hoping to have two u14 girls teams next season. Big thank you to Mike for taking over these girls after I injured myself.

U16 boys:

The U16 Boys overall had a good season. The attendance on Friday nights training was always strong, even on some very frosty nights! Some of the boys who started at Adel just this year became regulars and key members of the team. Many of the boys are also playing regular hockey for the men's teams on Saturdays at all levels, including the first team. It was great to see several of the boys start to play for West Yorkshire, including some who are playing at even higher levels. Unfortunately limited availability did lead to a few game cancellations but after a few bumpy losses at the start of the year the team

finished strong, winning the last two games with an aggregate score of 18-1! Those moving to seniors you will be missed in the juniors.

We have 26 juniors who are in WY with 1 playing in talent academy

This season we've lost 5 players due to other sports, GCSEs etc. Compared to last season where we lost over 30 to Leeds and for various other reasons.

Would like to thank all coaches, parents, umpires and anyone else who else has been involved. The juniors couldn't run without you!

- Hollywood Bowl was a bit of a nightmare for those in charge but the kids had a great time
- U8s to be introduced as Adel Pups to ease the pressure from U10s
- More tournaments and club days
- Continue increasing junior profile of the club
- TB asks if we have a plan for welcoming the extra juniors and promoting the stronger players senior hockey
- SJ explains the first step of this has just been engaging with them and keep them enjoying hockey and then over the next couple of years start to move them into the higher teams
- Plans also in place to introduce badgers team for some of the older guys supplementing that
- EP explains it's different in the Ladies section to Mens due to the nature of the L5s. Also EP will continue to promote juniors over external players at the lower teams
- Back to hockey would also be better for these extra players because availability in the L5s can be very hit and miss, with 14/15 available each week from over 30
- WP asks if we have any plans to prevent the juniors leaving to other clubs
- SJ explains that improving the coaching and overall club ethos in the juniors. This will take time but will longer term improve our retention
- We're also working with someone from England Hockey who's observed our junior training
- MJ talks about the parents are also massively influencing on this as they don't want their children to leave to other clubs
- Kids are growing up together and will want to continue playing at the same club
- Jane expects to lose some players each year at the U14 level where kids choose to focus on a single sport. Jane will continue to provide more things that just hockey (socials etc) which also means juniors don't want to leave which AB explained was probably missing from previous years
- Jane coaches West Yorkshire but is stepping down, the connections will still be there to some degree

Kit Supplier

- We are in a 3 year cycle with Addidas who tweak their kit
- SB, Taryn, Sue Renton have been working with various suppliers
- We have decided to stay with Adidas
- Committee decided that members have a lot of kit from previous years
- Survey went out with people wanting a better turn around, and stock availability
- Y1 was the only other alternative, which would have been a quicker turnaround but roughly double the cost. It would also devalue the kit we've already bought (roughly 2.5k)

Suggestion is to stick with Adidas and get everyone in the same kit, providing approval of:

- 1. We will hold a stock of shirts in the garage we now have for ourselves and use a local business to print numbers, names etc. Lean on Kit locker to keep a supply of stock in as we move into the season
- 2. We're looking to add £20 to the membership fee up front and everyone gets the new shirt so we look more professional as a club

HP asks how this fits with the position of being environmentally friendly, she still uses her oldest shirt
SJ explains that as a big club when we present ourselves in games turning up in 4 different style tops looks quite amateur and this was echoed across the committee and wider membership via the survey

Other clubs like Harrogate/Wakefield etc you are expected to buy an entire new kit every time it is changed. This is why we opted for Adidas over Y1 so you're entire wardrobe isn't devalued and you can keep using shorts, socks, skorts etc without it clashing with differing brands

MA asks how the logistics will work in terms of getting a bulk order to the printers. SJ talks about the new system BW is putting in place to get subscriptions in earlier than usual. This will allow us to get bulk orders in asap and then everything off to printing before the season.

CC asks about the current stock we have in place. SJ says this is nearly all junior kit with the exception of shorts, skorts, and some hoodies.

CW asks if we have samples. SJ says we plan to have a full range available to try on over summer league so we can get the orders ready for August.

Sarina Jassal asks about top numbers as we have a lot of people in the same number.

EP plans on raffling the ladies numbers off to also raise money for the club

LB will asks the men's side what they want to do

- 1. Vote to go ahead with the new kit**
- 2. Vote to go ahead with new membership**

1: Proposing new kit

1. TB

2. HF

Against, HP

All else in favour

Membership will stay the same except changing GK to bring it in line with other concessions

BP asks what do you need to be to qualify as a coach

HC explains that if you are the full time coach you get the free membership

Only L1s and M1s coaches were paid

This is judged by the coaching coord

2: Proposing new membership

1. CC

2. HC

Votes

All in favour

Junior fees not changed in at least 8 years

- They're getting a lot more now for their money than before
- Summer league this year
- More competitions, more training, events etc
- We are probably around half the price of all other clubs in the area
- This proposal increases the club income which we can then reinvest back into the club for equipment, coaching etc
- At the moment by the 4th child only just pays the AWMA fee
- We feel that the new fees would reflect the costs to the club and in turn you'll be contributing more
- LHC costs £180 each year plus 5-10 quid match fees
- Match fees are included, just like the seniors
- MP asks if this has been tested with the junior parents and the feedback has been why has it been so low as they expect match fees as well
- Most parents sign up as social members as well
- BP says that the AWMA will alter this so all parents will be allowed to join regardless

Proposer to increase junior membership

1. Zoe

2. Bryony

Vote

All in favour

Committee

- All the same except Ladies CC
- EP has got a new job so will be more time restricted and has asked MJ to help with the role
- It will be a 51/49 split for EP and MJ so she still has the overall decision and she will remain the main contact for the leagues
- Main aim of this to ensure all the section has cover at all times
- Ben Hendley to be the new president, traditionally this alternates between Mens and Ladies and is mostly an honorary position
- Ben is a very well respected member of the club, juniors play at the club

Proposal for new president

1. HF

2. IP

Vote

All in Favour

- 1st batch of wider committee with the only change being to the social secs. Cian stepping down and Becky H and Lucy M taking it up
- HP asks if there's an equality and diversity role, SJ explains we took this out due to lack of value and integrated it into other roles (CCs, Youth & Diversity)
- Plus there's the aspect that there's an expectation that these values are upheld by all members of the club, not just a select few
- Taryn taking over as Kit coordinator
- Holly S taking up teas
- Several roles still vacant

Captains

- All ladies captains
 - Kate Watson -> Gabby Nusenbaum
 - Becky Hill -> Abi Byerley
 - MJ Auckland-Child -> Lotte Butler
 - Megan Curtiss -> Alice Wilton
 - Bryony Wellman -> Kate Connor
- Mens mostly the same, still needing a Mens 4s

Hans will take up the indoor role

Bryony will take up mixed captaincy alongside Charlie

Proposed for all committee and captains

1. HF

2. BP

Vote

All in favour

Changing Rooms

- Nick C and Andy G are helping from an architectural role
- We've submitted a pre-application to the council
- This allows us to establish any potential issues for the site
- Various consultees in the council will look over this, flag anything up and suggest anything we might need to address in the full application
- It also means the full application could be smoother
- We are planning to put a building next to the pitch. This will pose various challenges which we are aware of
- Over costs of planning permission will probably be 25-30k and then we can take the project to organisations for grants
- We want that back around May
- Should get a greenlight from people with an interest in the land
- Funds already allocated to the plans/design work
- SP asks for an optimistic plan for when it's all finished. SJ says summer 2026 with planning permission by the end of 2025
- Unsure of exact figures for total cost so we don't want to share when it's up for debate
- MA asks about viewing platform/facilities
- SJ says the design will implement something to help spectators but it's unlikely we'll have this on top of the building
- Nick says we're also focusing on improving the pitch side experience as a whole
- MA talks about National League requirements for dugouts and
- Minor applications usually have a turnaround of 8 weeks before a decision could be made but things are currently delayed at the moment
- TB asks about lending money to ourselves for these pre-application stages. SJ says it's a possibility

Social

- MA thanks the regular attendees of and thanks to several captains who have really promoted the socials within their teams as we've had a lot of new faces which was one of the main aims of the season
- Lucy and Becky have stepped up into the role so we have a good spread of exposure from all areas of the club