Item 3

Welsh Hockey Union Limited t/a Hockey Wales

13th Annual General Meeting

Venue: Sport Wales National Centre, Cardiff and by video link to Sport Wales Regional Centres, Deeside and Plas Menai

Date: 14 July 2016
Time: 19.00 p.m. – 20.55 p.m.

Present: Ardudwy LHC (Nicci Ashcroft), Buckley LHC (Carol Brookes), Caernarfon HC (Rhiannon Evans), Cardiff & Met HC (Chris Shaw), Colwyn Bay HC (Dave Atkinson), Ffestiniog LHC (Martin Williams), Gwent HC (Dee Pattemore), Howardian LHC (Elise Rafferty), Llan & Llan LHC (Jan Nelmes-Thomas), Rhondda LHC (Hilary Williams), Swansea City HC (William Barletta), Whitchurch HC (Mark Eggar), WHUA (Jon McCall), Mountain Ash HS (Hilary Williams).

In Attendance: Anita Atkinson, Chris Atkinson, Debra Barker, Clare Barwood, Chris Brewer, Owen Burgess, Dan Clements, Ben Eaton, Anne Ellis, Jane Foulkes, Conrad Funnell, Roger Harris, Jaime Hindle, Ffion Horrell, Judy Horrell, Debbie Jarvis, Phil Leach, Ria Male, Sheila Morrow, Anne Mullin, Dave Phenis, Jane Price, Richard Proctor, Louise Riley, Dave Skirrow, Jacqueline Smith, John Taylor, Rob Williams, Simon Wilson

1. Welcome from Chair of Meeting - Anne Ellis OBE – President of Hockey Wales

Anne Ellis welcomed everyone to the 2016 Hockey Wales AGM and was pleased to see so many people in attendance. The AGM was a good opportunity for members to question Hockey Wales and hear about new initiatives as well as for Hockey Wales to get the views of the membership.

Anne gave a special welcome to Anne Mullin and Roger Harris (Life Members), Dave Phenis and Owen Burgess (new members of Hockey Wales staff), Jane Foulkes (Sport Wales Liaison Officer), Conrad Funnell, Ria Male and Rob Williams (Elected Director Nominees) and Debbie Jarvis, Sheila Morrow and Richard Proctor (Hockey Wales Board Directors).

Condolences to the families of George Senior (HW Life Member), Alan Brookes (WHUA), Louise Hopkins (Dowlais LHC), Ernest (Benny) Hill (Cwmbran, Gwent and WHUA), Stephen Thomas (International player) and Rhys Rubery (Bridgend HC).

Dave Phenis had joined Hockey Wales as interim CEO but this position was now permanent. Anne welcomed Dave to the role and congratulated him on the positive start he had made. Anne thanked Dave and his team for an excellent Annual Report.

Board Directors Helen Humphrey, Debbie Jarvis and Sarah Thomas were all standing down and Anne thanked them, their colleagues on the Board and Richard Proctor (Chair of the Board) for their outstanding contribution to Hockey Wales.

Anne congratulated Cardiff & Met HC on another successful season and wished them all the best on their return to the EuroHockey league next season.

Anne congratulated Swansea Spartans LHC on finishing in second place in the Conference West Division of the Investec Women's League.

Our International Squads are all in action this summer, with pleasing results.

Anne thanked every one at the meeting for all they do for hockey in Wales, their work and the work of all our volunteers is much appreciated and Anne hoped everyone would continue.

Anne confirmed that the meeting was quorate.

The meeting agreed the appointment of the following tellers – Debra Barker (Plas Menai), Phil Leach (Deeside), Chris Brewer and Jane Price (Cardiff).

2. Apologies for absence: Lisa Piney (HW Board), John Baylis, Gwynne Griffiths, Jacqui Jones (all South Wales Regional Board), Abby MacArthur (Cardiff & Met HC), Maggie Smith (Colwyn Bay HC), Kay Tyler (Rhondda LHC), Chris Wall (Swansea City HC), Christ College Brecon (Chris Marriott), Newbridge School (Eleanor Bishop), Aberystwyth University HC (Keval Suchak), Bangor City HC (Rhian Culley), Barry LHC (Dawn Dobbs), Bridgend HC (Bev Sainsbury), Cardiff Medics LHC (Jo Winder), Cardiff University LHC (Charlotte Cooper), Cardiff Met University (Luke Hawker), Dowlais LHC (Linda Treharne), Dysynni HC (Lynda Bennett), Penarth HC (Dave Stephens & Nick Pratt), Porthmadog LHC (Bethan Jones), Welshpool LHC (Gez Charles)

Proxy Votes: Aberystwyth University HC (proxy to vote), Bridgend HC (partial vote), Cardiff & Met LHC (votes cast), Cardiff Medics LHC (votes cast), Cardiff Met University HC (partial vote), Cardiff University LHC (votes cast), Cardiff University Ladies (votes cast), Penarth HC (proxy to vote), University of Bangor HC (votes cast), University of Bangor LHC (votes cast), UW Trinity St David HC (proxy to vote), Welshpool LHC (votes cast)

3. Minutes of the 2015 AGM

There were no amendments to the Minutes of the 2015 AGM which were signed as a true record of the proceedings.

4. Matters Arising

<u>Proposed changes in Articles</u> (Agenda item 8)

William Barletta asked if the inconsistencies in the Articles of Association had been reviewed.

Anne confirmed that no inconsistencies and/or areas for review had been highlighted with Helen Bushell or Dave Phenis so no action had been taken.

<u>Men and Boys Membership</u> (Agenda item 6)

Anita Atkinson asked if anything was being done to increase the number of Men and Boys playing hockey.

Dave Phenis advised that there were several initiatives underway, via the Regional Boards, and we had seen some marginal gains but acknowledged that there was still a lot of work to be done in this area.

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5. To receive the 2015 / 2016 Accounts of HW

Chris Brewer referred to the previously circulated accounts.

The ability of budget holders to access their budgets on a regular basis, thus maintaining closer control of their respective budgets continued to assist with monitoring income and expenditure.

Our Auditors, UHY Hacker Young, have undertaken a full audit and as in previous years, no issues were found in either the overall finances or systems resulting in another 'clean' audit report.

The overall surplus of £5362, in the Balance Sheet, has increased the Reserves to a total of £85,308. Debtors at the year-end have reduced to £63.4k with the investment of £127k relating to the one month notice account held at Julian Hodge Bank. Fixed assets have reduced due to depreciation, but also includes the cost of the new pitch side container - the previous container was owned by Sport Wales so there was no associated sales revenue. Creditors (£229k) include accruals and trade debtors with the 'overdraft' referring to the balance if all outstanding cheques were presented on the same day (31st March). In reality we do not use any overdraft facility with funds transferred to and from an interest bearing account on a daily basis.

Trading & Profit & Loss account

Membership - The actual membership income received for the year 1st April to 31st March (excluding recreational membership) was £105k, compared to £94k the previous year. As explained last year 90% of membership income (excluding recreational members) received during the period 1st September to 31st March is accounted for in the year in which it is received with the remaining 10% carried forward to the following year. There was also a knock-on effect from 2014/15 due to the change in the basis of calculation at that time which is reflected in the overall total. To try to simplify what is a fairly complicated calculation, the membership accruals carried forward into 14/15 was £22.6k with £9k carried forward into 15/16 – hence the difference on the two years accounts. At the end of the new financial year a direct comparison will be able to be made with this year.

Chris then showed some slides to explain the above. Season runs from September to August whilst Financial Year runs from April to March – we used to allocate 7/12ths of membership income to the accounts during the current season and carry 5/12ths over to the following financial year, we now allocate 90% to the accounts during the current season and carry 10% over.

Staffing - There have been a number of staff changes during the financial year, particularly amongst Agents and the RUSH hockey post. The new role of Business & Commercial Manager was appointed with a focus on income generation to help reinvest into the delivery of hockey and cover the costs of the post.

Corporate / CEO - Reduction in expenditure relates primarily to the payments made relating to the membership system during 2014/15.

Education & Training - Whilst there is a decrease in income (£10.5k) this is also reflected in the reduction in expenditure (£7k). Fewer courses have been run during the year with an associated reduction in the margin (between income and expenditure).

Development Programme - RUSH income and expenditure have both increased in comparison with 14/15 together with a SW Grant relating to Equality of £7.5k being received. Expenditure on facilities review has reduced by £6k over the two periods.

Regionalisation - SW Grant allocated to this area has been reduced with realignment of other services within this category – Holiday programmes etc.

Sport Wales Facility & Accommodation Grant Aid - This 'in-kind' funding relates to our use of the ATP, accommodation and meeting rooms at Sport Wales. An increase was obtained (and used) partway through the year due to other NGB's underutilisation.

Indirect Expenses - The costs for the 2014/15 audit were not accrued to this financial year. The cost of the audit remains at £2970 per annum.

The reduction in sundry expenses relates primarily to the write-off in 2014/15 of a debtor. One additional debtor was issued with a Small Claims Court judgement during 2015/16 with full payment received.

Overall - A further reduction in Sport Wales Grant for 16/17 has been notified and cost cutting exercises will continue to be implemented, including on-line banking in a few weeks' time.

Chris Atkinson asked how much had been spent on the website last year. Chris Brewer advised it was not specifically allocated but was included with IT in Direct Costs.

Mark Eggar asked where the players' contribution to the international programmes was shown. Chris advised these were included within the Performance Programme.

Jaime Hindle asked where income from Level 1 Umpiring Courses was shown. Chris advised this was included within Training.

William Barletta asked how much Hockey Wales were aiming to hold in their Reserves. Chris advised the aim was to hold sufficient funds to enable Hockey Wales to honour staff and supplier contracts for six months but it was difficult to advise a definite figure as it would vary from year to year depending on Sport Wales funding – as a rough indication, would aim to hold £100,000 in Reserves. Richard Proctor confirmed that the Auditors felt the Reserves were appropriate for the organisation and that it was important our Members, Sport Wales and other parties understand why they are at this level.

The accounts were approved by the meeting.

6. Annual Reports

Dave Phenis advised that it was difficult to do justice to the huge amount of hockey that was happening all over Wales. He hoped that the Annual Report reflected the efforts and contribution of everyone in hockey and was informative and interesting to read.

Dave highlighted the following key messages:

- Anne Ellis is retiring as President
- Increase in club membership
- Impact of performance culture
- International hosting strategy
- Communication strategy and improvements in communications since Rebecca Jenkins has been in post
- Commercial strategy – Owen Burgess now in post and we are starting to see a difference (Apex Tool Group sponsoring our Senior Men)
- New facilities in Colwyn Bay and Bridgend (and planned for Gwent)
- Governance – thanks to Helen Bushell, former CEO, for her legacy

Lottery funding has been used to fund Hockey Agents, we were always aware that this was short term funding but Sport Wales had asked, earlier this year, for an exit strategy for Hockey Agents. This had resulted in a review of our structure and consequently a new delivery model for hockey. Dave advised that Sport Wales confirmed acceptance, earlier this week, of the exit strategy and the new delivery model. Hockey Wales are now looking to recruit Club Development Officers and a Coach Development Officer. Feedback from Membership Survey indicated that clubs wanted less strategic officers (will no longer have Regional Managers) and more work with clubs.

Chris Atkinson asked how we will achieve our target of 60,000 members by 2020 if we no longer have Hockey Agents working with schools to give children the opportunity to play hockey. Dave explained that we would no longer be chasing numbers but would be concentrating on those who want to play hockey each week. Schools will continue to have opportunity to receive coaching via local clubs or private providers.

Richard Proctor advised that with a changing environment it was important to reduce our reliance on public funding. The Community Sports Project will change the way sport is organised and it is important hockey anticipates and works with the changes rather than protecting what we have and fighting against change.

Roger Harris expressed concerns that whilst increased membership was mostly in youth sections, these additional players were not filtering through to club senior teams. He hoped that the new delivery model would remedy this.

Dave Skirrow asked if Hockey Wales had a long term plan or were just reacting to funding changes. Richard Proctor advised funding was going to disappear and Hockey Wales are trying to pre-empt the situation. Owen Burgess and the commercial strategy should enable us to operate without constantly putting our energies into chasing funding. Mark Eggar asked if Hockey Wales priorities and focus would be changing. Dave Phenis advised that the focus would be on club membership and meeting the needs of the clubs (each one of whom is different), resources would be focussed on this.

Dave Skirrow did not feel the Hockey Agent programme had been very successful whilst Louise Riley felt that it had been, with James Griffiths (South East Wales Hockey Agent), working with John Burrows (Gwent HC), to bring lots of new players to the clubs.

Dave Skirrow applauded the changes, hoped that clubs would be at the heart of everything and looked forward to next year's AGM to hear of progress or if appropriate, challenge the lack of progress.

Deeside and Plas Menai agreed that club support, instead of one off experiences would be more beneficial to clubs.

Anne Ellis felt that the refocusing would be good for hockey and would be better than chasing numbers.

Dave thanked Sport Wales, especially Jane Foulkes, for their support throughout this review.

Roger Harris asked if any Welsh players were included in the squads for the 2016 Olympic Games in Rio. Dave Phenis advised that there whilst there were no players in the 2016 squad, we have some in the Great Britain Under 23 squads.

Anne Ellis thanked Dave Phenis and team for a good annual report and is looking forward to seeing what happens next.

The Members acknowledged the annual report

7. Membership Fees 2016 / 2017

Owen Burgess gave some background to the recommendation and highlighted the findings of the recent Membership Review where members had asked for an improved membership process, membership benefits and a greater focus on clubs.

Owen advised that some significant improvements had been made to the My Hockey Wales affiliation system for 2016/17 and that more value would be provided to Members through a more attractive package of relevant benefits. Recreational membership had always been difficult to define and had led to lots of confusion from clubs and partners.

William Barletta felt the proposal was just a change of name from Recreational member to Non-club player. Owen explained that Recreational Membership had been aimed at RUSH players and whilst RUSH had been withdrawn, social / small sided hockey would be encouraged and an appropriate membership fee should be charged.

Dave Skirrow asked if there were currently any members who would fall into this new category and if there were any plans to create recreational leagues. Owen advised that no members would fall into this category and that format of recreational leagues was still in the planning stage.

Roger Harris felt that as there would not be any players in this non-club player category, it would not be necessary to introduce it for the 2016/17 season. Richard Proctor advised that we would need a category as soon as we had some non-club players and felt that is should be introduced for 2016/17.

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Plas Menai felt clubs would be saving money with the withdrawal of Recreational membership but Mark Eggar advised that it would be costing clubs more as they would now be paying £10 for every junior member instead of £5 for recreational members and asked if doubling this fee was another way to make money. Richard Proctor acknowledged that some people may be caught by this increase but it was anticipated that overall membership income would decrease with the removal of the Recreational Membership category. Mark asked for documents to be reworded so the various categories of membership are clear for clubs to understand.

Conrad Funnell asked for examples of non-club players. Owen felt it could be similar to a 5-a-side football league. Dave Phenis thought Hockey 5s could be the way forward but was not sure what the product would look like.

Carol Brookes felt all leagues were competitive and asked for clear wording when defining the different categories. Carol also asked if non-club players would be insured and asked for clubs to be advised of insurance options.

Chris Atkinson asked if new players arriving in clubs at beginning of September would be insured. Chris Brewer advised that our Insurance Brokers had agreed players would have three free sessions but would need to affiliate before the fourth session.

Dee Pattemore asked if players considering transferring during the summer would be insured if they played for a different club during this time. Chris Brewer advised that affiliated members would be covered as the insurance period runs from 1st September to 31st August annually.

Debra Barker asked what the affiliation fee would be for a youth player who trained, but did not play matches, for a club. Owen Burgess confirmed this would be £10. Carol Brookes felt that these members would see a 100% increase in their fee but would not be getting anything different for their affiliation. Owen explained that the new delivery model would add value to membership. Conrad Funnell felt that an enhanced benefits package would also add value and would be worth more than £5 to members.

Sheila Morrow advised that her understanding was that membership fees would only be payable for players and not for those who only train with a club. Anne Ellis advised this would have insurance implications.

Richard Proctor asked if £10 was an unreasonable fee – meeting agreed that it was not.

William Barletta asked for clear terminology for all membership fee / affiliation messages.

Carol Brookes proposed an affiliation fee of £5 for junior club members that do not play matches. This proposal was seconded by Rhiannon Evans. 5 members voted in favour of the counter proposal, 8 members voted against it (proxy votes were not applicable).

19 Members voted in favour of the Board of Directors recommendation:

- Removal of the recreational membership fee at all levels of the game (currently £10 for adults and £5 for juniors)
- No price increase to be applied to membership fees for the 2016/17 season

- Introduction of a "non-club player" category priced at £10 (this is to encourage social, small sided hockey – but players in this category are not eligible to play competitive league, cup or international hockey)

The Board's recommendation was approved by the Members.

Members noted that there would be a simplified affiliation process and an enhanced Membership benefits package for the 2016/17 season.

8. Election of Directors

Conrad Funnell, Ria Male and Rob Williams were elected as Directors, each for three year terms. Elections were held by closed ballot.

Anne congratulated Conrad, Ria and Rob and welcomed them to the Board.

9. Position of President

Anne Ellis has decided to retire as President of Hockey Wales.

Dave Phenis advised that Hockey Wales would be looking to recruit a new president but with such big shoes to fill, it is not something that could be rushed.

Dave thanked Anne for everything she does for hockey and advised that Hockey Wales would be organising a reception to honour the contribution she has made.

Sheila Morrow, on behalf of Hockey Wales, thanked Anne for her great contribution to hockey and the enormous influence she has had on hockey players throughout Wales.

Anne gained her first cap in 1963 and went on to play 138 consecutive times for Wales and 14 for Great Britain, including no less than five World Conference / Cups. Under Anne's leadership, in 1975, Wales played England in the first IFWHA / FIH World Cup in Edinburgh.

Her finest hour as captain would have been leading GB in the first ever Women's Olympic Hockey Championship in Moscow, an honour that was denied her by the boycott of the Games. Following her retirement from playing in 1980, Anne went on to coach both GB and Wales, including coaching Wales against England at Wembley in the first match to be played in front of the Queen.

Anne became President of the WWHA (Welsh Women's Hockey Association) in 1993 and President of the WHU (Welsh Hockey Union, now Hockey Wales) in 1995. Anne has been a Member of the FIH Executive Board and Chair of the Coaching and Development Committee as well as Chair of the EHF Coaching Committee.

Anne's many accolades include the Sports Council for Wales Medal of Honour and British Coach of the Year, along with being inducted into the Welsh Sports Hall of Fame. Anne was also the first female recipient of the Sydney Frisking memorial goblet awarded by the Hockey Writers Association.

Sheila mentioned that she had yet to find anyone who had a bad word to say about Anne, which only goes to show the high regard in which she is held, even by those who don't necessarily agree with her views - this is down to Anne's honesty and integrity in everything she does. Anne's advice is always sound and constructive due to her knowledge and love of the game.

Sheila finished by saying "we can't thank Anne enough for her work in hockey and we will all miss her as President."

Anne thanked Sheila and advised that it had been a privilege and an honour to be President and to be connected with so many wonderful people, all passionate about the sport she loves. It has been a huge part of her life and will never stop being her passion. Anne thanked everyone for their friendship and support over the years.

10. Date and Venue of 2017 AGM

Date and venue to be advised.

There being no further business Anne Ellis declared the meeting closed at 20.55 p.m.

Signed as a true record _____

Richard Proctor, Chair of Directors and 2017 meeting

End of Minutes

Minutes taken by Jane Price, Hockey Wales Business Support Officer.

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