

GLOUCESTERSHIRE HOCKEY ASSOCIATION

Minutes of GHA AGM held on 19th May 2022 at 7:30pm (on Zoom)

1 Attendance

Present: Ian Harvey (President), Shaun Cullimore (Treasurer), James Doughty (Youth Coordinator), Mike Sheppard (Umpiring Secretary), Andrew Hopcraft (Secretary), Helen Jefferies (Youth Coordinator), Graham Wayland (Senior Men's County Manager), Sally Privett (West Masters representative and Women's Masters Manager), Rob Fynn (Disciplinary Administrator), Lindsay Ferguson (Men's Masters Manager)

Sarah Bowen (East Glos), Rebecca Love (Bretforton), Blanche Suman (Bretforton), Gray Vinnicombe (Cirencester HC), Tony Pierce (Bishop's Cleeve HC), Chris Dunster (Life Member), Jenny Wilson-Copp (Chair of Brockworth Ladies HC), Helen Jeffries (Youth Coordinator Bourton & Sherbourne), Angie Atherton (Life Member), Liz Waltham (Cheltenham Juniors HC)

Apologies: Jean Levy (Life Member), Barbara Reynolds (EH Relationship Manager), Howard Johnson (Life member), Steve Foster (Cirencester HC), Gwyn Williams (Cheltenham College), Will Carter (Cheltenham HC), Gavin Palomeque (Bristol and West)

All reports have been published on the GHA website.

2 Minutes from the 2021 AGM – 27th May 2021

The Minutes from the 2021 Annual General Meeting held on 27th May 2021 were approved.

Proposed: James Doughty *Seconded:* Helen Jefferies
Voting result: Yes: 16 No: 0 *Abstained:* 4

3 Matters arising

There were no matters arising from the minutes.

4 Finance

The Treasurer's report was reviewed. The 20/21 season was hard due to COVID, but the last season (21/22) saw income return to a more normal level, but not to a surplus generating level. The loss from our "income generating" activities was £15,887 for the year, based on an income of £31,183. This leaves reserves of £47,071.

Affiliate fees for every league team is proposed to be set at £30 for the next year.

Honorariums for the last 2 seasons are included in this last season and will be replaced with service contracts for next season.

Adoption of the Treasurer's Report and Financial statement

Proposed: Robert Fynn *Seconded:* Blanche Suman
Voting result: Yes: 18 No: 0 *Abstained:* 2

5 Reports

Each of the reports were discussed and are available in full on the GHA website, with the following comments.

a. *Chair*

- i. 2021-22 has seen the return of hockey following COVID
- ii. The new EH governance structure has been introduced for the first full season so league, umpiring and disciplinary are all independent of Gloucestershire
- iii. Ian has been involved in the County Standing Committee National Working Group, which has included the new EH county constitution
- iv. The future England Hockey landscape includes a focus on ED&I, state schools, talent strategy and the growth of Masters hockey
- v. The committee were thanked for their hard work over the year

b. *Youth co-ordinators*

- i. Full reports on the GHA website
- ii. Festivals saw 340 team entries across U8, U10 and U12
- iii. The programme for next year is likely to be similar to the programme this year, hopefully with more tier 4 involvement

c. *Player pathway*

- i. The new EH player development model has been published along with 3 talent centres around our region (Bath, Stourport and Oxford)

- ii. The season for AC ended on the 13th March at the final county matches. The AC squads played 20 matches (won 13, drew 6 and lost 1). We also arranged DC v AC matches which were a great success.
 - iii. GoCrea8 run the DC programme – we are negotiating a 3 year deal to ensure this continues to develop.
 - iv. We moved to Oxtalls in the 2019-2020 season and this was a partial success, so from next year we will be at The King’s School for both the indoor and outdoor programme
- d. *Welfare officer*
- i. Nothing significant to report.
- e. *Umpiring Secretary*
- i. West EHO AGM has highlighted 2 key concerns; the lack of umpires (especially for Ladies games) and challenges in dealing with dissent and related poor behaviour.
 - ii. Mike Sheppard will be stepping back from his Umpiring role with GHA.
- f. *Master Managers*
- i. *Ladies* – There were no specific Masters events for women in Gloucestershire through GHA in the last year. The intention moving forward to create some opportunities provided there is enough interest. The EHCD (England Hockey Competitions Department) run a Championship programme for clubs’ Masters teams and this season they added a new age group for the women, Over 55. There are three age groups in each gender now and each have two straight knockout competitions running through the season – a Cup and a Plate. The Women’s categories are now Over 35s, Over 45s and Over 55s.
 - ii. *Mens* – the team is a combination of Gloucestershire and Herefordshire over 60’s players and has been run as low key events, with a good season. England Hockey will be encouraging more Masters hockey in the future, so this will be reviewed at the start of next season.
- g. *EH regional relationship manager*
- i. A full report has been posted on the website that covers England, West and Gloucestershire.

6 Adoption of reports

Proposed: Lindsay Ferguson Seconded: Jenny Wilson-Copp
 Voting result: Yes: 18 No: 0 Abstained: 2

7 Adoption of new constitution

England Hockey has issued a new county constitution template for all counties. Counties need either to adopt this or to amend subject to approval by EH. As part of the EH AGM process this year, county representatives to be allowed to vote had to commit to adopting a new constitution.

GHA has decided to adopt this constitution with no amendments, just tailoring where required. This will meet the condition of affiliation to England Hockey that counties have a constitution in line with the issued document.

In many ways this is timely as it had been identified several seasons ago that the old constitution needed updating. The new constitution brings a number of changes, principally:

- Adds to the objectives the need to deliver as practical, the aims of EH delegated to the counties
- Includes the commitment to compliance with EH policies and procedures
- Adds the elements of equality, fairness and respect
- Redefines membership so that only clubs can vote
- Reduces the list of Officers and separates these from the committee members
- Officers cannot hold the same position continuously for more than 9 years
- Defines the make-up of the General Committee and the recommended positions aligned to the new structure with the Area
- Introduces a number of administrative requirements and updates the language associated with those that are not changing
- Ends honorariums for committee members except by resolution of a General Meeting

These changes are seen by the committee as positive and will align Gloucestershire with the other counties in England. Also, it is a requirement that any County affiliating to England Hockey must have adopted the standard constitution or one approved by England Hockey. It is therefore proposed that this be adopted.

Proposed: *Graham Wayland* *Seconded:* *Andrew Hopcraft*
Voting result: *Yes: 18* *No: 0* *Abstained: 2*

8 Election of Officers and Members of the GHA Committee

The following Officers and Members volunteered:

Officers

Role	2022-2023 Season
Chair	Ian Harvey
Vice Chair	Bob Moxom
Secretary	Andrew Hopcraft
Treasurer	Shaun Cullimore

General Committee

Role	2022-2023 Season
Welfare Officer	Lisa Lundie
Communications Officer	Graham Wayland
Masters' Co-ordinators	Sally Privett (Ladies) Lindsay Ferguson (Men)
Junior hockey Co-ordinator	Ian Harvey
Youth Co-ordinators	James Doughty Helen Jefferies

Only the 10 Member Clubs voted on this election

Proposed: Gray *Seconded:* Sarah Bowen

Voting result: Yes: 10 No: 0 *Abstained:* 0

With the Officers and General Committee elected, they were able to vote on the following proposals.

9 Affiliation fees

Affiliation fees are proposed for 2022 – 23 season at similar levels to those pre-pandemic

Clubs – £30.00 per senior team

Junior sides and Junior Clubs exempt from fees

Schools – exempt from fees

Proposed: Blanche Suman *Seconded:* Sarah Bowen

Voting result: Yes: 15 No: 0 *Abstained:* 1

10. Appointment of an Independent Examiner of the annual accounts

Our new constitution requires accounts to be inspected annually. It is proposed that Graham Vinnicombe would be appointed as the independent examiner of accounts.

Proposed: Andrew Hopcraft Seconded: Jenny Wilson-Copp
Voting result: Yes: 13 No: 0 Abstained: 3

11. Any other business

a. Remuneration proposal.

The adoption of the new Constitution has consequences as it ends payments (honorariums) for Officers and Committee members except by resolution of a General Meeting. GHA has this season paid all outstanding honorariums to date.

Going forwards compensation for the time involved in many of the roles is anticipated to remain appropriate

- Needs to be an open and transparent process
- Role definitions, tasks to be carried out and level of remuneration to be advertised via GHA website and all affiliated organisations to be informed
- Open to all applicants including GHA Officers and Committee members
- Selection based upon suitability for the role with preference being given to applicants from those outside the GHA Officers and Committee
- Selection by sub-committee of 3 people (made up from the GHA elected Officers and Committee)
- Membership of sub-committee limited to those with no conflict of interest (those not applying for remunerated positions)

Remunerated roles

GHA book keeping

- Reporting to the GHA Treasurer
- Maintaining records and reporting of all financial transactions
- Organising affiliation fees invoices and payments
- Receiving income and paying invoices, coaches and refunds
- Arranging insurance
- Payment £800

GHA Player Pathway Administrators (2)

- Setting of calendar, booking of pitches, organising AC fixtures
- Inviting schools and clubs to submit nominations for Development Centres (DC) and Academy Centres (AC)
- Managing subsequent numbers, trials for AC and selections
- Recruiting coaches and managing the allocation of coaches to sessions
- Ensuring coaches are appropriately qualified and trained, including administering DBS checks as required

- Administering the England Hockey Player Pathway System
- Monitoring the coaching and assessment of players
- Payment for Lead £1,000; support £500

GHA Schools Competitions organiser

- Setting of calendar and booking of pitches
- Managing entries, creating orders of play, dealing with issues
- Managing competitions on the day and liaising with West Junior Competitions Committee
- Payment £200

GHA Junior Club Hockey Festivals and In2Hockey organiser

- Setting of calendar, booking of pitches, providing responses to venue provider requests, receiving and verifying invoices
- Managing team entries from Clubs, creating orders of play, dealing with issues
- Managing In2H competitions on the day and liaising with West Junior Competitions Committee
- Raising invoices to collect fees due
- Payment £500

The proposal is to allow Officers and Committee members to be allowed to apply for remunerated roles for 2022 – 23 only.

Proposed: Gray Vinnicombe *Seconded:* Lindsay Ferguson
Voting result: Yes: 16 No: 0 *Abstained:* 0

b. County Men's senior side

One objective from EH is for the senior county competition to continue where there is interest. The members were asked for their views on the degree of interest in resurrecting the Men's Senior side in the County Championship in future years. Club representatives asked to collate feedback from their clubs and report back to Graham Wayland.

The meeting closed at 21:10.

Andrew Hopcraft
 Secretary, Gloucestershire Hockey Association

APPENDIX A – Voting (new EH constitution)

The following applies under the new EH 2022 constitution:

7.1.9 The following, if present at the meeting shall be entitled to vote;

- (a) the officers of the Association and members of the General Committee
- (b) up to two representatives from each Member club with both men's and women's teams provided that all monies payable by the Member club to England Hockey, the Area and the Association has been paid;
- (c) one representative from each Member club with only women or men players or only a mixed team or teams, or which offers recreational hockey, junior hockey, Flyerz, Walking Hockey provided that all monies payable by the Member club to England Hockey, the Area and the Association has been paid;

No person voting shall cast more than one vote other than the Chair of the meeting who may in addition have a casting vote

7.1.10 The Chair of the Meeting may permit any other person whether or not that person is a representative of a Member to attend and speak at the Meeting

7.1.11 Ten Member clubs or fifty percent of Member clubs (which ever shall be the lesser figure) present and eligible to vote and at least three officers of the committee, including two of the Chair, Vice Chair, Secretary and Treasurer shall form a quorum

APPENDIX B – Voting (2018 GHA constitution)

The following applies under the 2018 GHA constitution:

5.1.8 The following, if present at the meeting, shall be entitled to vote:

- (a) the officers of the Association and members of the Committee;
- (b) Life Members;
- (c) up to two representatives being one woman and one man from each affiliated club with both men's and women's teams;
- (d) one representative from each affiliated club with only women or men players or only a mixed team or teams;
- (e) one representative from each affiliated school;
- (f) one representative from each affiliated Hockey Umpiring Association

No person voting shall cast more than one vote other than the chair of the meeting who may in addition have a casting vote.

5.1.9 Any other member of an affiliated club or an affiliated school or an affiliated Hockey Umpiring Association or an associate member may attend an Annual General Meeting but shall not be entitled to vote.

5.1.10 Eighteen persons present and entitled to vote shall form a quorum.