



**WEST  
HOCKEY**

**West Hockey Ltd AGM  
8 July 2025**

# AGM 2025



Please share your name and club in the chat



Please go on 'Mute', when not speaking it helps minimise background noise



We'd love to see you, if possible, please turn on your camera



We will not be recording the AGM



If you would like to ask a question, please use the 'Raise Your Hand' function, or type in the 'Chat' function



Remember to unmute yourself when asked for your question



Of course, we will share the minutes & presentation with all Members post meeting



# AGENDA

1. Introductions & Chair's Welcome
2. Apologies
3. Approval of Minutes of last AGM held on 9 July 2024
4. Director Report
5. Announcement of results of the election of Directors & Committee Chairs
6. Finance Director's presentation of the Financial Report and Accounts
7. The Independent Scrutineer's report on the Company
8. The Proposals for Membership Fees and for entry fees for Competition & Leagues
9. Any Other Business (due notice of 14 days has been given by written notice of the issue)



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# **Director Report**



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# **West Strategy Update**



# Strategy Introduction



- In February 2024, the West Board led the development of a Strategy for West Hockey until 2029
- Strategy was shared at a range of different meetings and forums and is available on the website

More people involved and once involved stay in the game

## Key Objectives

### Lead Positive Change

Support Clubs and Counties in creating more & different opportunities to play and volunteer

### Drive Visible Impact

Develop & promote West brand, seek commercial relationships

### Responsible Leadership

Good governance and strong financial processes and performance

### Meaningful Growth

Support Clubs and Counties in growing participation for both playing, coaching and umpiring



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# Where we started

More people involved and once involved stay in the game

- We captured some metrics from the start of 2024...

<p><b>CLUBS</b> Total Clubs <b>127</b></p> <p>Mixed 65 Women only 33 Men only 8 Junior only 4 Informal 7 University 10</p>	<p><b>TEAMS</b> Total Teams <b>514</b></p> <p> 468  46</p> <p> 253  262  Junior 25</p>
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<p><b>PLAYERS</b> </p> <p>Club Members 22,700 Senior players 10,800 Junior players 11,900</p>	<p><b>OFFICIALS</b> </p> <p>Total 1,455 Young Umpires 36 Female Umpires 417</p>
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**Development** 3 Talent Academies   
0 Talent Centres

 22 ClubMark Accreditations

**Social Media**

		
westhockey	@westhockeyltd	@hockeywestUK
80 followers	222 followers	1,900 followers



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# Managing Progress

More people involved and once involved stay in the game

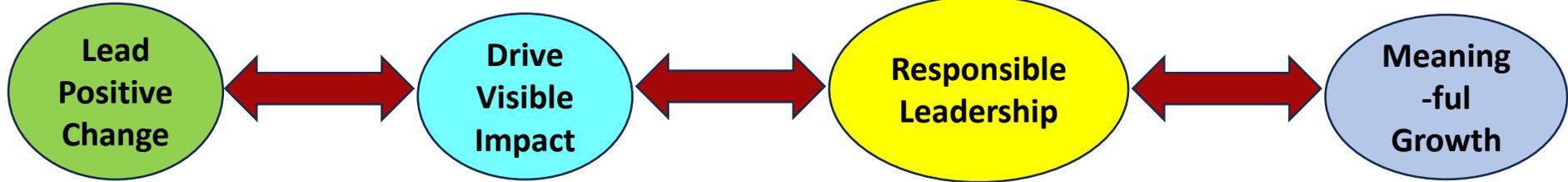
Officiating												
Ref	Objective	Action	Task	Responsibility	Priority	Status	Start Date	Due Date	% Complete	Done/Overdue?	Notes	
O1	RL:Discipline and behaviour	Develop mechanisms to support / guide Officials				Not Started			0%			
O2	MG: Growing our Officials	Review and maintain what numbers are required where in the Area. Establish local networks of coaches, assessors, mentors to			High	In Progress	01/09/2023	01/09/2025	75%			
O3	MG: Growing our Officials				High	In Progress			0%		Started - unknown names and	
Junior Leagues & Competitions												
Ref	Objective	Action	Task	Responsibility	Priority	Status	Start Date	Due Date	% Complete	Done/Overdue?	Notes	
O5	MG: Growing our Officials											
O6	MG: Growing our Officials	J8A LPC : More people involved	Review of potential links between Schools and Clubs, plan how they can begin working together	Develop & maintain contact list for all schools and organisers Create & maintain list of Venues - indoor and outdoor	BR & AB	Normal	In Progress	01/08/2024	10/04/2027	25%		Started with BI leadership, progress made focus on growing over next 2 seasons
		J1 LPC : More people involved	Develop plan with Counties to host and grow junior tournaments	Collaborate with Counties to offer State School Comps		Normal	Complete	01/08/2024		100%	Done	
J2	LPC: Young People progress to m/c											
J3	LPC: Young People progress to m/c											
Adult League & Competitions												
Ref	Objective	Action	Task	Responsibility	Priority	Status	Start Date	Due Date	% Complete	Done/Overdue?	Notes	
J4	LPC: Young People progress to m/c											
D3JAM	RL:Discipline and behaviour	A1 LPC:More People involved	Add additional tournaments / playing opportunities for indoor	Grow amount of indoor Engage with Counties on cup comps	SA / JB	Normal	In Progress	01/08/2024	01/12/2026	10%		
J6	MG: Growing Junior compe	A2 LPC: Clubs nurture and										
Masters												
Ref	Objective	Action	Task	Responsibility	Priority	Status	Start Date	Due Date	% Complete	Done/Overdue?	Notes	
D3JAM	RL:Discipline and behaviour											
D3JAM	RL:Discipline and behaviour		Communicate and develop awareness around behaviour & discipline	Work with J/M/A/O on mechanism and approach	LL	High	Not Started	01/09/2025	01/04/2026	0%	Meeting to be held in Aug to confirm messages	
J8A	LPC:More People involved		Develop program to encourage players to engage in Masters hockey, wider programmes to extend hockey careers		Normal				0%		More Masters comps - County / Club / West	
M1	LPC: Young People progress to masters		Communications & recruitment in Clubs & Counties to engage more Masters players	Club based comms on Masters trials and tournaments		High			0%			
A4B	DVi: Provide		LPC:More People involved						0%			
			LPC:More People involved	Plan programmes for playing / trials and awareness to extend your		High			0%			

- Strategy progress has been introduced as standard agenda item
- Tracker structured to prioritise and monitor actions



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# Some of what has happened



**More people involved and once involved stay in the game**





# Where we are

More people involved and once involved stay in the game

**CLUBS**  
Total 121  
Mixed 70, Women only 33,  
Men only 5  
Mergers and one Club folding



**TEAMS**  
Total 539  
Women 273, Men/Open 266  
9% growth since transition



**PLAYERS**  
Total 22,927  
Junior 11, 945  
Adult 10,982  
League 11,423



**UMPIRES**  
Total 1,635  
Young 38, Women 520  
Growth, but small in Young  
Umps



**SOCIAL MEDIA**  
Facebook 129  
Instagram 757  
Massive growth but more to  
do





# West Strategy Feedback

## West Strategy focus areas to develop (in order of importance)

### Schools Feedback

1. Growing Participation in Clubs
2. Introducing New County Competitions
3. Work with Clubs & Counties to share Good Practice across the West
4. Providing more opportunities to play Indoor
5. Focus on getting more diversity in Clubs
6. Growing commercial partnerships to fund hockey
7. Work with Clubs & Counties to educate on the Code of Conduct, reduce dissent

### Junior Club Feedback

1. Growing Participation in Clubs
2. Introducing New County Competitions
3. Growing commercial partnerships to fund hockey
4. Work with Clubs & Counties to share Good Practice across the West
5. Focus on getting more diversity in Clubs
6. Providing more opportunities to play Indoor
7. Work with Clubs & Counties to educate on the Code of Conduct, reduce dissent

### Adult Club Feedback

1. Growing Participation in Clubs
2. Growing commercial partnerships to fund hockey
3. Work with Clubs & Counties to educate on the Code of Conduct, reduce dissent
4. Work with Clubs & Counties to share Good Practice across the West
5. Focus on getting more diversity in Clubs
6. Introducing New County Competitions
7. Providing more opportunities to play Indoor



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# Junior Competitions Report 2024/25

## West Schools

- Thank to Val Shipsey & the Technical delegates who run the competition days
- 14x West School Finals – winner of each progresses to National Finals
- 2 schools representatives from each County round in West Final
- School survey with 65 responses
- State School Competition Proposal
- 5 Counties ran state school only festivals this season
- 2025/26 West plan to host an U14 Boys & Girls State School county rounds with West Final.

## West Clubs

- Thanks to Paul Westgate for his scheduling, many redraws and patience!
- West organise U16 Tier 2 and U14 Tier 1 & 2 for boys & girls
- Top 3 teams in U16 T2 and U14 T1 progress to Supra League and possibly National Finals
- Owing to the distances and linear nature of the Area, Tier 2 competition is mainly Avon, Gloucestershire and Wiltshire
- Counties run Tier 3 club competitions
- Club Junior Survey with 29 responses

*Further information is available on the Junior survey reports on West website under Junior Competitions*



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# Junior Competitions Report 2024/25

## West Junior County

- Thanks to all the County Admins for their support, especially Helen Jefferies
- Introduced new County Junior Leagues for U17, U15 & U14 boys & girls
- Central venues to reduce travel on 4 set dates, each team having 2 matches on each date
- League tables produced
- Opportunity for umpire training and assessment at some venues
- Trophies and medals for next season with results & tables on the website
- Important offer as for many players it's the pinnacle of their playing career

## West Junior Indoor

- Thanks to Stacey Androllah who runs the West Indoor Hockey competitions
- School U16 & U18 competitions for Boys & Girls – good number of entries
- Increased school entries for 2025/26 means 4x area rounds with a West Final
- Club U16 Boys & Girls reasonable entries
- Club U18 Boys & Girls disappointing with low entries

*Further information is available on the Junior survey reports on West website under Junior Competitions*



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# Adult Competitions Report 2024 25



- Thank to the Verde West Hockey League Committee
- Congratulations to our 49 winners of the West Divisions
- 526 teams across 122 Clubs competed, with 25.8K goals recorded and 11.3K players involved
- A Club survey completed – generally Clubs happy, but some refinement requested
- Proposal for refined structure in 2026 27
- Sponsorship from Verde secured for 3 years



- Discipline and respect to officials and opposition is an issue – significant growth in cards issued
- Still more to do on recording on GMS – 70%
  - Umpires
- Consent not given for names being on website, means website match information is poor
- No increase in Indoor



- Regular Club forums
- Club survey completed
- Growth in teams competing in the League – 1.7%
- Links to schools
- Sharing of good practice

*Further information is available on the Adult ALM report on West website under Adult competitions*



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# Officiating Report 2024/25

## Strategy for developing umpiring across the Area focuses on:

- Providing better support for Club umpires
- Providing suitably competent & experienced umpires to support the game at the top levels within the West
- Review of the Umpire and Coach/Assessor Pathway to ensure that we influence the national debate, and proposals submitted to EH
- Developing our Umpire Support capability
- Encouraging Technical Officiating
- Set up a database of registered umpires in the West to enable communication via email
- Set up a network of Club Clusters, recruited volunteer Cluster Leads to support Club Umpire Developers and club Umpires within their own area



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# Officiating Committee

- New Umpire Coach Development Programme implemented with our first cohort of new umpire coaches graduating in the Summer
- Supported several tournaments across the Area, to coach and develop both prospective Level 2 umpires seeking to progress in their umpiring journey and Club Umpires wishing to receive independent coaching and assessment

## **Where we need to do more in the future:**

- Identify and nurture young umpires
- Recruit, train and develop Technical Officials
- Encourage more umpires to try umpiring outside of their Club environment
- Encourage more umpires to try umpiring Indoor Hockey

# Masters Report 2024/25

- Masters database increase 485 to over 750 individuals
- Over 150 new expressions of interest received following the open invite to clubs in August 2024.
- 8 women's age group teams and 10 men's age group teams
- Teamo is proving very beneficial and being utilised more effectively.
- No local tournaments this year due to a packed EH calendar
- As Chair of West Masters, I was shortlisted for Area/County Volunteer at the EH awards receiving a Highly Commended certificate.

*Further information is available on the West website under Masters Hockey*

## West Success

- Representative teams at all 8A tournaments with some great success – 1 Gold, 4 Silver and 5 Bronze (one more team to play)
- Very successful 8A tournament organised by Liz Powell at Bristol Uni (Combe Dingle) huge thanks to her and the volunteers with our Men's 65s winning Bronze at that event.





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# Disciplinary Panel 2024/25

- For information, Nationally there were 238 Red Cards/MMOs or sanctioned disrepute complaints. In addition, there were 95 Misconduct Offences submitted.
- Links with Hoci Cymri have improved with their Disciplinary sanctions now aligned with EH following their review of Discipline.
- The West Disciplinary Panel has remained consistent in sanctions aligning with those Nationally.
- I must thank the Panel, being Martyn Harvey, Jen Clark, Debs Gemmell awaiting in the sidelines but understandably busy with Masters.
- The support of the Officiating Panel when requested for targeted support for a particular game was much appreciated.
- EH were appreciative of the action taken.



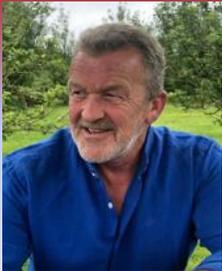
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# Disciplinary Panel

Season	Total in West	Of which Welsh cards in West leagues	Category Non violent	Category Violent offence object or participant	Category Violence Official	Category Minor Offence Double yellow	Uncategorised Disrepute\ Misconduct	Misconduct Offence Complaints	NDP actions - Use of ADAs to respond to National issues
21-22	25		5	14	0	6	1	4	
22-23	26		14	6	1	3	1	11	7
23-24	34	9	13	13	1	3	1	2	6
24-25	29	5	14	6	0	7	0	3	2

# Election of Directors

## Board: Directors

Chair	Vice Chair	Finance Director	Governance Director	Operations Director
David Chard	Liz Powell	Bridgette Jones	Caroline Baynes	Keith Dingle
				



# Election of Committee Chairs

## Management: Committee Chairs

Adult League & Competitions	Junior Leagues & Competitions	Officiating	Masters	Area Discipline Board Appointment
<b>Jan Bowen</b>	<b>Anne Baker</b>	<b>Steve Hamey</b>	<b>Debs Gemmell</b>	<b>Lesley Love</b>
				



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# **Finance Director Report**



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# Finance Director Report

During 2024-25, we have started to invest in delivering the West Hockey Strategy, in Juniors, Officiating and Masters, a collaboration of the Committees and Board.

The last 3 years results are as follows:

22-23    £(15,551)

23-24    £9,186

24-25    £(16.496) - *Draft Result*

The result for 24-25, included a £7k investment in Junior Hockey, £2.5k in Masters Hockey, and admin fees of £6.5k resulting in the £16k overspend.

Accounts for the YE April 2024, were filed in Jan 25 with Companies House, with the results showing a surplus for West Hockey Ltd of £9,186. Therefore, as reported the reserves increased coming into the current financial year from £139,487 to £148,644.

West Hockey Ltd is entitled to exemption from audit under section 477 of the Co. Act 2006. Copies are available publicly at <https://www.gov.uk/get-information-about-a-company>



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# Income Statement for the YE April 2024

WEST HOCKEY LTD (REGISTERED NUMBER: 09634401)

**BALANCE SHEET**  
**30 APRIL 2024**

	Notes	2024 £	2023 £
<b>CURRENT ASSETS</b>			
Debtors	4	12,935	17,730
Cash at bank		<u>137,705</u>	<u>137,967</u>
		150,640	155,697
<b>CREDITORS</b>			
Amounts falling due within one year	5	<u>1,996</u>	<u>16,240</u>
<b>NET CURRENT ASSETS</b>		<u>148,644</u>	<u>139,457</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>148,644</u>	<u>139,457</u>
<b>RESERVES</b>			
Other reserves	6	139,458	155,008
Income and expenditure account	6	<u>9,186</u>	<u>(15,551)</u>
		<u>148,644</u>	<u>139,457</u>



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# Draft Accounts for YE April 2025 Income Statement

<b>Balance Sheet</b>		
West Hockey Ltd		
As at 30 April 2025		
	<b>Account</b>	<b>30 Apr 2025</b>
<b>Current Assets</b>		
<b>Cash at bank and in hand</b>		
	Deposit Account	75,000.00
	West Hockey - Main Account - 45051162	6,428.18
	West Hockey Adult Comps - 45080162	11,462.42
	WH - Junior Comps 45081662	14,643.33
	WH - Masters 45082663	11,222.28
	WH - Officiating 45082062	13,016.05
	<b>Total Cash at bank and in hand</b>	<b>131,772.26</b>
	Accrued Income	12,065.52
<b>Total Current Assets</b>		<b>143,837.78</b>
<b>Creditors: amounts falling due within one year</b>		
	Accruals	11,690.99
<b>Total Creditors: amounts falling due within one year</b>		<b>11,690.99</b>
	<b>Net Current Assets (Liabilities)</b>	<b>132,146.79</b>
	<b>Total Assets less Current Liabilities</b>	<b>132,146.79</b>
	<b>Net Assets</b>	<b>132,146.79</b>
<b>Capital and Reserves</b>		
	Current Year Earnings	(16,496.76)
	Retained Earnings	148,643.55
<b>Total Capital and Reserves</b>		<b>132,146.79</b>



# WEST HOCKEY

## Draft Accounts for YE April 2025 Balance Sheet

<b>Profit and Loss</b>	
For the year ended 30 April 2025	
	<b>2025</b>
<b>Income</b>	
Adult Fines	600.00
Affiliation Fees	4,940.00
Area Competitions	2,150.00
Disciplinary Appeal	100.00
Junior - County Income	11,040.00
Junior County Income - AC Comps	3,225.52
Junior League - Income	1,680.00
League Fees	13,150.00
Masters Tournament/Training/Assessment Income	9,202.72
Officiating Income	48,465.00
Officiating Memberships	1,329.26
Sponsorship Income	2,500.00
<b>Total Income</b>	<b>98,382.50</b>
	<b>98,382.50</b>

<b>Administrative Costs</b>	
Administrators Fees	3,000.00
Adult Technical Officials	62.20
Audit & Accountancy fees	3,805.00
Bank Fees	481.70
Consulting	500.00
Divisional Secretary Fees	7,650.00
Facility Hire Costs - Outdoor	18,067.83
General Expenses	616.46
GMS Officer	1,800.00
Insurance	3,914.00
IT Software and Consumables	2,543.75
Junior - Administrators Fees	4,150.00
Junior Technical Officials	3,507.60
Masters - Area Competition Entry Fees	6,072.25
Masters - Playing Shirts	1,760.00
Masters Assessors Expenses	35.20
Officiating - Shirts	455.87
Officiating Appointments Lead	1,000.00
Officiating Development Lead	1,000.00
Officiating Expenses	46,048.04
Postage, Freight & Courier	33.30
Printing & Stationery	5.40
Stripe Fees	35.26
Subscriptions	34.00
Travel - National	37.20
Trophies and Badges and Pins	6,689.85
Umpire Development	1,574.35
<b>Total Administrative Costs</b>	<b>114,879.26</b>
<b>Surplus</b>	<b>(16,496.76)</b>



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# Independent Scrutineer's report

**ACCOUNTANTS' REPORT TO THE BOARD OF DIRECTORS  
ON THE UNAUDITED FINANCIAL STATEMENTS OF  
WEST HOCKEY LTD**

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In order to assist you to fulfil your duties under the Companies Act 2006, I have prepared for your approval the financial statements of the West Hockey Ltd for the year ended 30 April 2023 which comprise the Income Statement, Balance Sheet and the related notes from the company's accounting records and from information and explanations you have given me.

This report is made solely to the directors of the West Hockey Ltd. My work has been undertaken solely to prepare for your approval the financial statements of the West Hockey Ltd. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the directors of the West Hockey Ltd for my work or for this report.

It is your duty to ensure that the West Hockey Ltd has kept adequate accounting records and to prepare statutory financial statements that give a true and fair view of the assets, liabilities, financial position and deficit of the West Hockey Ltd. You consider that the West Hockey Ltd is exempt from the statutory audit requirement for the year.

As stated on the balance sheet the members have not required the company to obtain an audit of the financial statements of the West Hockey Ltd. For this reason, I have not verified the accuracy or completeness of the accounting records or information and explanations you have given to me and I do not, therefore, express any opinion on the statutory financial statements.

Mr P J Hodge  
8 Orchard House  
Middle Warberry Road  
Torquay  
Devon  
TQ1 1RS



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# **PROPOSAL FOR MEMBERSHIP FEES**

The Proposals for Membership Subscription Fees are as follows;

**West Membership Fees have been set at £10.00 per team  
for the 2025/26 season.**



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# **PROPOSAL FOR COMPETITION FEES**

The Proposals for entry fees for Competitions and League are as follows;

**All competition fees to be set by appropriate league and competitions committees in consultation with the Company Directors**

**West Adult League fees have been set at £25 per team**



# Any Other Business

**Any Other Business (of which due notice of 14 days has been given by written notice of the issue)**

- **One matter was raised for inclusion within AOB**
  - **Non-elected Directors**
- **Any Other Business from the meeting**