



Company number 11511997

AGM

Meeting Date: 9th July 2025

Online via Teams: 19:30

Present at the meeting

Tim Lorimer (**TL** – Chair), Claire Wright (**CW** – Finance Director), Joanne Kennedy-Reardon (**JKR** – Governance Director), Stuart Clark (**SC** – Operations Director), Jeevan Chagger (**JC** - ED&I Lead), Gabi Brown (**GB** – Area Admin), Elaina Leithead (**EL** – England Hockey).

A full list of attending members can be found in Appendix 1.

Apologies

Norman Stott (Life Member), Adam George (Nottingham HC), Becky Florida-Hopson (Sutton Coldfield HC), Paul Merrell (Worcester HC), Becki Clarke (Redditch HC).

Minutes from the last meeting/Matters Arising

The last AGM was held on 17th July 2024 via Teams. Minutes have been approved by the Directors and posted on the website in advance of this meeting and are duly noted.

Chair's Report

A full report from **TL** can be found in Appendix 2.

Midlands Hockey Strategy

JKR presented an overview of the creation and timeline of the Midlands Hockey Strategy. Further information can be found at the end of the minutes.

Director Updates – Finance

A summary of the accounts can be found at the end of the minutes.

There is a vacancy for an independent scrutineer.

CW welcomed any questions on the accounts – please contact areaadmin@midlands.hockey

CW thanked all the AMC members for their help with setting 25/26 season budgets.

CW thanked Louise Jennings for all her work supporting the smooth running of Midlands Hockey finances.

Announcement of Postholder Elections

There were 2 vacancies on the Board. Tim Lorimer (proposed Ruth Brooks, seconded Neil Ward) was duly elected as Chair. The other post, Vice Chair, remains vacant.

The following Lead Committee Chairs had been nominated and seconded and were duly elected by an online vote prior to the meeting:

- Adult Leagues and Competitions: Nick Haynes (Proposed: Simeon Green, Seconded: Jo Bevan)
- Junior Leagues and Competitions: Vacant
- Officiating: Rob Crosson (Proposed: Howard Wilson, Seconded: Colin Jones)
- Masters: Graham Reynolds (Proposed: Andy O'Brian, Seconded: Ray Jeff).

On the night voting

Votes were gathered for several proposals via an online poll system. Votes have been verified, and the results are as follows:

Membership Subscription Fees:

For Voting Member Clubs, the proposal for Subscriptions shall be £15.00 per adult league team

For voting Junior or Occasional Clubs, the proposal for Subscriptions shall be £15.00 per club

For the EHO the proposal for Subscriptions to be set at zero

For Sub-Areas and other Organisations, the proposal for Subscriptions to be set at zero

The Company proposes that the fees to support the Midlands Hockey Strategy will be set at £3 per Adult League team, per year, over a period of five years. The total generated from this revenue will be matched by funds from Midlands Hockey Ltd reserves.

These were passed unanimously.

Competition and League fees:

Entry for Midlands Adult Leagues will be set at £20.00* per team

Fee for officials appointed to Midlands Adult league matches will be set at £20.00 per official

Entry fee for the Midlands Junior Club League will be set at £20.00 per team plus an England Hockey

Entry Fee Supplement of an additional £5.00** = £25.00

It is proposed that all other fees for all other competitions and events be set by the Directors following informal consultation with the relevant lead committee(s).

*The Directors intend applying a £5.00 discount to this rate.

** This will only be charged, if England Hockey make an equivalent charge to Midlands Hockey Ltd. (£500 England Hockey Junior Support)

These were passed unanimously.

Surplus funds raised by Adult League Fines:

The Midlands Area has collected a significant amount of funds raised via fines issues by the Adult Leagues Management Committee during the 24/25 season. This surplus can be strategically repurposed and could greatly benefit hockey in the Midlands.

Examples of the initiatives the Company may want to support are:

Umpires/Officiating Development

State School Competition

The proposal is that monies generated by these fines can be used at the board's discretion to support hockey in the Midlands Area.

This was passed unanimously.

Midlands Hockey Youth Support Trust Update

TL provided an overview of the successful projects. These can be found in Appendix 3.

AOB

JF thanked all that have volunteered and worked on behalf of Midlands Hockey Ltd.

TL expressed a final thanks to all for attending and contributing.

Meeting closed: 20:32

Appendix 1: List of Registered Attendees & Affiliations

Name	Affiliation
Jo Bevan	Market Harborough HC
Emma Brackett	Arnold Ladies HC
Nicola Camfield	Matlock Baileans HC
Jeevan Chagger	Birmingham HC 1932 / EDI Midlands Hockey Lead
Sharon Cheetham	West Bridgford HC
Sam Cook	Half Century Ladies
Simon Cossey	Repton HC
Rob Crosson	Officiating Chair
Jasmin Daniels	Derby HC
Michelle Darby	Stone HC
Alex Epton	Arnold Ladies HC
Aaron Fielder	Newport HC
Jeanne Freeman	Life Member
Simon Gilbert	Tamworth HC
Simeon Green	Vice Chair – Adult Leagues and Competitions
David Griffiths	Beeston HC
Kate Griffiths	Wyre Forest HC
Josephine Haines	Berkswell & Balsall Common HC
Clare Hands	Shrewsbury HC
John Harrison	Old Silhillians HC
David Hawksworth	Barton HC
Nick Haynes	Adult Leagues & Competitions Chair
Jo Hine	Solihull Blossomfield HC
Rachel Kirkbride-Hexter	Erewash HC
Melissa Lau	Redhill Ladies HC
Mary Lilliman	Outgoing Junior Chair
Emily Miskell	University of Birmingham HC
Sandra Mugglestone	Charnwood Forest HC
Emma Nobes	Khalsa Leamington HC
Chris Nightingale	Telford & Wrekin HC
David Paling	Uttoxeter Ladies
Sam Paterson	Boots HC
Andy Porter	Finchfield HC
Julia Rann	Charnwood Forest HC
Joanne Kennedy-Reardon	North Stafford HC
Helen Rhodes	Charnwood Sileby Ladies
Chris Rielly	Towcester HC
Tom Roberts	Midlands Hockey ADA
Matt Sharp	Ashby HC
Rebecca Smith	Findern Ladies HC
Samantha Wade	Newark HC
Ben Walker	South Notts HC

Albie Waterton	Warwick HC
Mark Wood	Edgbaston HC
Rachel Wood	Woodthorpe Ladies HC
Kate Yeoman	Bloxwich HC / Staffordshire Hockey Chair

Appendix 2: Chair's Report:

Good evening, everyone and welcome to the fifth Midlands Hockey Ltd AGM and thank you for setting aside the time to attend. Reflecting on the five years since the formation of Midlands Hockey Ltd following the "Structure fit for the future" reorganisation, I think the structure and delivery of hockey in the Midlands is in a far better place. There is still a lot to achieve, and this can only be done with the continued support of the army of volunteers who make Hockey happen every day of the week within Schools, Clubs, Counties and the Midlands Area throughout the year.

One of the significant projects we have worked on this year is the Midlands Area 5-year strategy which Joanne will speak more about later. I would though like to thank those of you who helped in shaping the initiatives that have been developed with over 50 clubs responded in the consultation process giving comments and feedback.

Another project area where we have sought feedback and information from clubs was in umpire development. There was a positive response to a "health check" survey MAOC sent out at the beginning of the season with almost 90 clubs responding by identifying both their challenges and successes. As a result, Midlands clubs have been divided into six geographically based clusters each with a Club Cluster lead (CCL). We are now encouraging the CCLs to connect with the clubs in their cluster and more importantly build working relationships with key individuals in clubs.

I would urge clubs that do not already have a specified Umpire Development person to appoint one to be the main point of contact for CCLs. Last summer the Midlands Area ran some Club Umpire Training Events (CUTE) which were well received and free to attend. Information has gone to clubs and been posted on social media about more events that have been arranged for this Summer. Please urge those people interested in your club to sign up.

In addition, the Midlands Area is focusing on delivering some workshop sessions that are open for all clubs and 1to1 for some clubs to drive female participation in umpiring. The Midlands Area is working with London Hockey and the National group for women in officiating in this initiative.

Young umpires are another investment in the future for Umpiring and Midlands Area has held two Young Umpire days that were attended by over 20 young umpires across the two events. Four of those that participated in the Young Umpire initiative were nominated to officiate at the National In2Hockey finals where they all performed admirably.

Finally we continue to face challenges in recruiting Umpires willing to be appointed to independent matches. However, Midlands officiating will continue to develop those willing to step forward. This commitment has resulted in an increasing number of Midlands umpires being accepted onto the National Panels.

Discipline issues are still an area of concern. Whilst the number of Red cards has stayed level to last year at 34, 62% of these (21) have been for mainly abuse of the umpires. Of course, this does not help in attracting and retaining Umpires, particularly at the higher level. With

all the work we are doing in trying to attract and retain Umpires I ask if Clubs could please remember that without umpires, we don't have a game and we all want to see the standards and numbers of Umpires available increase.

The Midlands Junior Leagues and Competitions Committee has responsibility for all Area Junior activity which includes Junior Indoor for both Schools and Clubs, County Hockey competitions, Junior Club Competitions, In2 Hockey and State School competitions. It is hoped that clubs see the benefits of organising these activities, but all this activity is dependent on the support of a limited number of volunteers. The Midlands Area committed to keeping all this activity (and possibly more) but more help however small is needed on a consistent basis, however small. Please think about this and let the Junior Chair or myself know if you are interested in helping. Remember the Juniors of today are the future of clubs and our sport.

Schools and Clubs in the Midlands Area continue to achieve great results, there are too many to mention individually here but congratulations to all winners and participants. This year's State school competition that was run at The Nottingham Hockey centre attracted 17 schools, a record number.

The number of players participating in Masters Hockey continues to grow, especially it seems at the older age groups and for the first time The Midlands Area was able to enter teams in all the age groups for the Area Tournaments. Congratulations to the WO35's for a team for the first time together. I would also like to give special thanks to Cheryl McCulloch who after being involved with Midlands Women Masters for 19 seasons has "retired". It was fitting that she was presented with a Laurie Alcock Award after the WO50's area Tournament at Bowden recently.

Due to demand the Midlands Area has recently started to run "Social Masters" games at Worcester for MO60+ which is proving successful. The Women have also been invited.

Some good news is that a Midlands Masters Committee has been formed ready for the new season. More information will come out shortly as to the composition of this committee.

In trying to help clubs with improved match day GMS admin Midlands Area created and issued some Midlands Hockey Team admin Reminder cards to all clubs and thank you for using these which in turn has helped reduced the number of fines issued. These cards have also been used in other Areas.

From feedback received from Clubs from Midlands Area and other areas a review of the Regulations is being undertaken, and any changes will be published prior to the start of the new season.

Congratulations to all Midlands players who achieved success either playing or officiating and to Leek Men and Nottingham Trent University Women who were promoted to EH National League, we wish them well.

Running all the activities in Midlands is expensive especially the State School competition which is incentivised by offering it free for schools to enter and staging the indoor qualifiers.

The Midlands Area would welcome sponsorship for either or both initiatives so if you know of anyone or a company who is interested in supporting Junior Hockey (or other areas) please get them to contact me.

Finally, many thanks to all the volunteers from Clubs, Counties and Midlands who give up valuable hours to support and develop Hockey in the Midlands, you are all very dedicated, but we always need more volunteers to serve as Directors and to be on the various committees.

Enjoy the Summer.

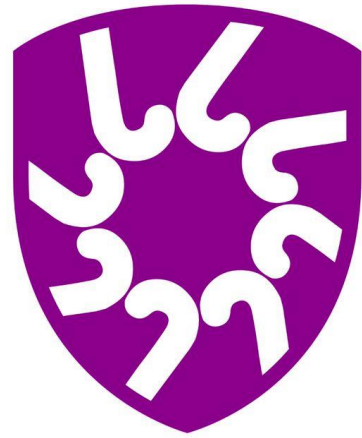
Thank you.

Before we finish the AGM, I need to name some award winners. It is always difficult to formally congratulate Midlands Area people as invariably someone will be missed. However, these two people have gone above and beyond in promoting Hockey in the Midlands and beyond and were justifiably acknowledged at the recent England Hockey awards.

Kevin Heath was named as coach of the year. Kevin has been coaching in and around Staffordshire for several years and plays a key part in the development of Juniors both in Schools and clubs.

Graham Griffiths who was awarded a lifetime achievement award for his long standing and continuous work with Beeston and the Nottingham Hockey Centre. He was presented with his award by Alex Danson, president of England Hockey at the Nottingham Hockey centre on Monday 30th June.

Club	Project Proposal	Decision Date	Progress Report
Rugby & East Warwickshire HC	Pitch dividers and grab balls	Dec-24	
Telford & Wrekin HC	Coaching in schools	Jan-25	http://midlands.cricketschools.co.uk
Bloxwich HC	Coaching in schools	Mar-25	http://midlands.cricketschools.co.uk
Matlock Baileans HC	Increasing junior participation	Mar-25	
North Stafford HC	School GK kit and face masks	Mar-25	http://midlands.cricketschools.co.uk



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AGM 2025

Strategy Presentation to Our Clubs

Midlands Area 5-year Strategy

- ✓ A clear vision, mission, values, and objectives that will directly inform the future of the Midlands Area.
- ✓ To achieve our shared ambitions for the sport of hockey with the other 7 Areas together with England Hockey.
- ✓ England Hockey launched their new 5-year strategy in October 2023, 'Creating A Future For Our Game Together' to make the sport of hockey 'more visible, relevant and accessible to all'.

Vision Statement

The England Hockey vision statement is;
‘Sharing a lifelong love of the game’

- Implemented in the Midlands Area through;
- ‘Creating and maintaining a safe, welcoming, inclusive environment for the participants of the sport of Hockey’ by;
- ✓ building inclusion by instinct, a culture where individuals see themselves represented, participate fully, meet their hockey expectations, and develop a sense of belonging within the Midlands Area; and
 - ✓ providing diverse support, nurturing a culture of mutual respect, and allowing all participants to thrive without fear of discrimination, bullying, harassment, or victimisation.

Mission Statement

The England Hockey mission statement is;

‘Working together to make hockey more visible, relevant and accessible to all’.

Implemented in the Midlands Area through;

‘Ensuring that participants remain at the centre of what we do’ by;

- ✓ offering diverse participation opportunities; whilst
- ✓ tackling inequality; and
- ✓ ensuring that there is something for everyone in the sport of hockey that is enjoyable and inclusive.

What Matters Most to Clubs

<i>Key Themes</i>		Goals				
		Meaningful Growth	Inspirational Area Success	Driving Visible Impact	Leading Positive Change	Responsible Leadership
Values	Participant Focused	<i>Attract and Retain Our Participants and Talent</i>				
	Enriching	<i>A Positive Cycle of Improvement</i>				
	Inclusive	<i>Enhanced Inclusivity of Our Participants</i>				
	Accountable	<i>Promoting a Positive Club Culture</i>				

Initiatives Available to Clubs

	Goals				
	Meaningful Growth	Inspirational Area Success	Driving Visible Impact	Leading Positive Change	Responsible Leadership
Initiatives	Talent Pathway Support	Active Partnerships & schools	Establish Masters activities	Neuro-diverse hockey	Learnings Discipline & Officiating
	Umpire Development	Upskill coaching in schools	Alternative hockey offering	Links with Midlands Hockey Youth Support	Discipline 7 Areas support
	University Engagement	Upskill coaching in clubs	Indoor hockey opportunities	Inclusion and belonging	Succession
	Family Hockey & Childcare		Social media policy		

Consultation Outcomes

50%+ Responses received

Is the vision statement clear and understandable?

Yes - Fully	41
Yes - Partially	7
No it is not clear	3



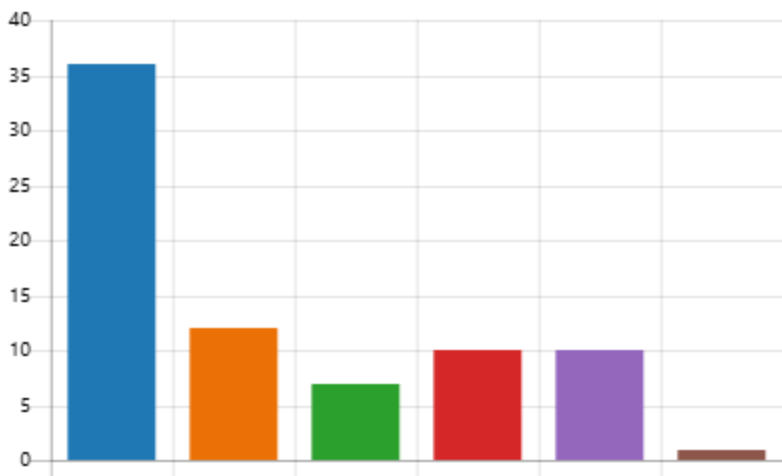
Is the mission statement clear and understandable?

Yes - Fully	41
Yes - Partially	9
No it is not clear	1



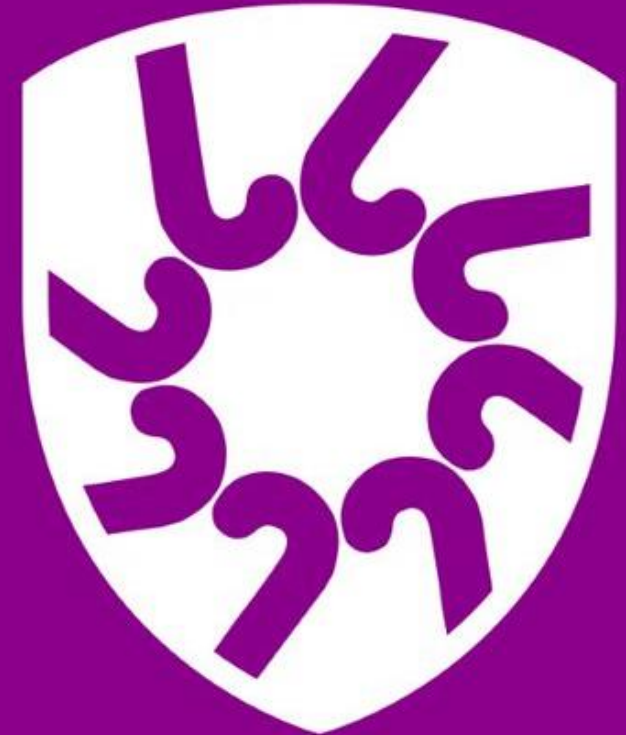
. Do the key themes resonate with your club? (Please select all that apply)

All of the themes resonate wit...	36
1. Attract and Retain Our Parti...	12
2. A Positive Cycle of Improve...	7
3. Enhanced Inclusivity of Parti...	10
4. Promoting a Positive Cultur...	10
None of the themes resonate ...	1



Appendix

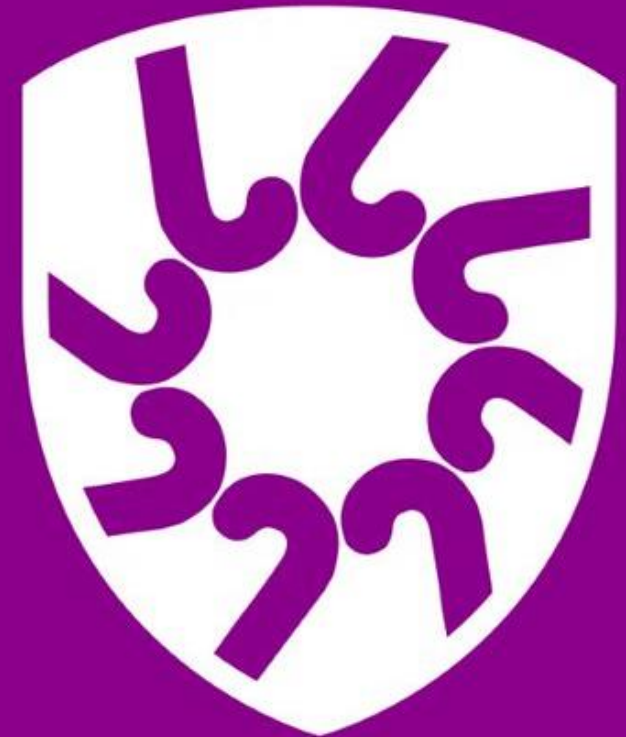
1. Operational Values
2. Goals
3. Strengths, Weaknesses, Opportunities & Threats Analysis (SWOT)
4. Hockey Family Consultation Timeline
5. Monitoring of the KPIs of the Initiatives



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Operational Values

The core values of **Midlands Hockey** are interpreted from those of England Hockey and applied specifically to the **Midlands Area**.



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Values

From the definition of the mission, the Midlands Area values can be established, as they reflect the ethical and cultural principles that guide the behaviour of the organisation and its participants.

Values are fundamental;

- ✓ to establish clear objectives consistent with its identity;
- ✓ for building the organisational culture; and
- ✓ for participant engagement;

as they represent what is considered important to the Midlands Area; to convey its message and brand effectively.

Value 1 - Participant Focused

- ✓ Inspire generations of participants to love the sport of hockey
- ✓ Enhance the experience of participants and other stakeholders in the sport of hockey
- ✓ Ensure that the England Hockey RARE (Right Athlete Right Environment) principles remain fully embedded

~ what matters most to Clubs ~

Key Theme

Attract and Retain Our Participants and Talent

Value 2 - Enriching

- ✓ Provide opportunities in the sport of hockey for everyone regardless of age, ability, background or experience
- ✓ Develop a thriving hockey community
- ✓ Making the sport of hockey fun and enjoyable for all participants

~ what matters most to Clubs ~

Key Theme

A Positive Cycle of Improvement

Value 3 - Inclusive

- ✓ Nurturing trust within the entire hockey community
- ✓ Be welcoming and engaging
- ✓ Inclusion of everyone based on their needs, leading to a fairer and more accessible sport of hockey, which is enjoyed by more people
- ✓ Supporting programmes delivered locally to encourage people to take part

~ what matters most to Clubs ~

Key Theme

Enhanced Inclusivity of Participants

Value 4 - Accountable

- ✓ Be transparent, and inclusive whilst behaving ethically
- ✓ Be participant-focused, encouraging collaboration and inclusivity
- ✓ Encourage fair play within the sport of hockey

~ what matters most to Clubs ~

Key Theme

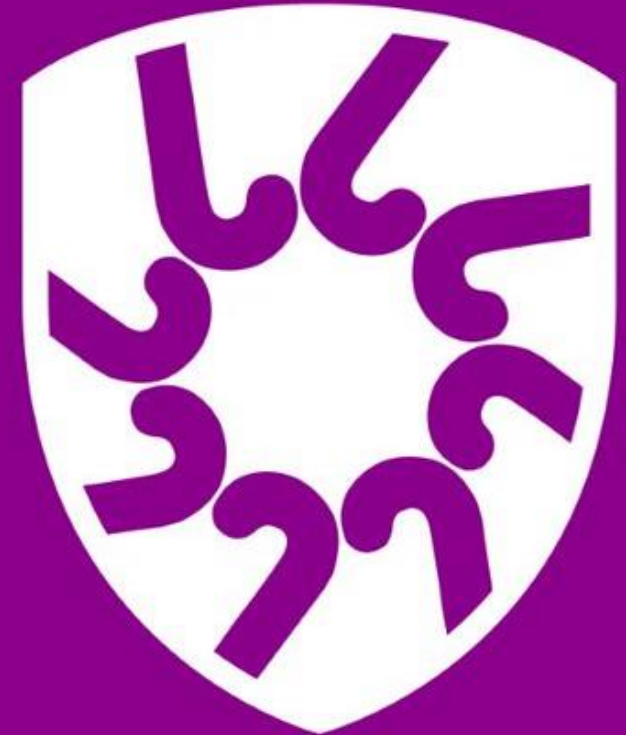
Promoting a Positive Culture

Meaningful Growth

Goal 1

‘Ensuring that the hockey experiences that retain players are meaningful, enjoyable and accessible and help to build a new generation of hockey people.’

- ✓ Nurture a love of hockey within a more diverse wave of young players that helps to ensure hockey thrives for years to come.
- ✓ Develop innovative entry level hockey pathways and events across a wider cross-section of the [Midlands Area](#).
- ✓ Upskill talented and motivated coaches and officials across all levels from grassroots to the talent pathway at all levels.



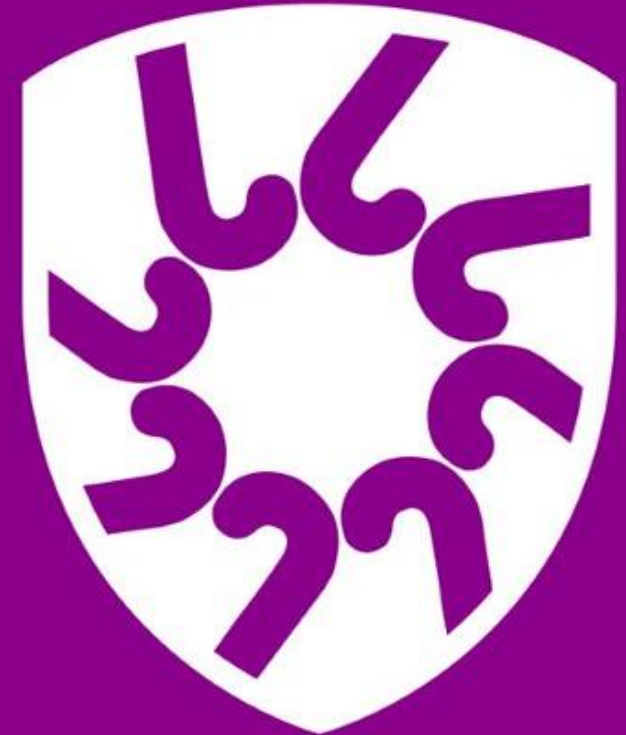
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Inspirational Area Success

Goal 2

‘Developing strategies and incentives to improve the geographical reach of hockey within the Midlands Area, helping to connect communities through sport and physical activity whilst tackling inequalities.’

- ✓ Deepen collaboration with England Hockey to ensure that the players, coaches and officials have access to and engage in the talent pathway at all levels.
- ✓ Ensure that there is access to appropriate facilities to ensure that there is no geographical poverty across the Midlands Area.



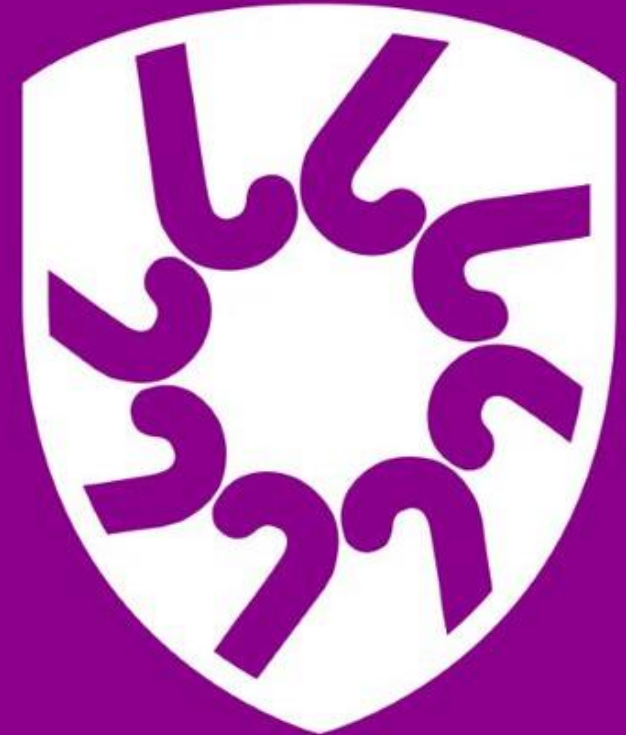
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Driving Visible Impact

Goal 3

‘Increasing visibility of hockey by generating and amplifying more content that drives interest from new and existing participants, a connection to the sport, and commercial interest in hockey.’

- ✓ Promote the [Midlands Area](#) brand in the communities in which it operates.
- ✓ Develop sustainable commercial relationships that benefit the participants of the [Midlands Area](#).



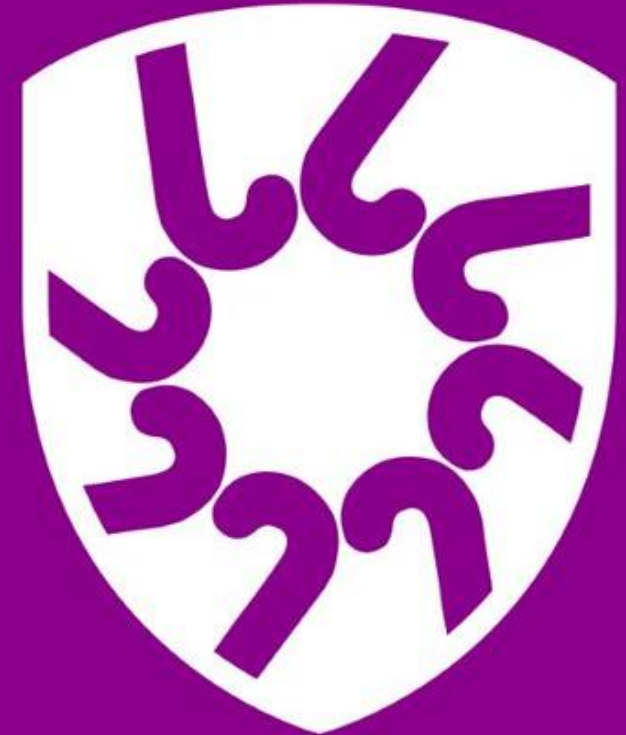
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Leading Positive Change

Goal 4

‘Leading positive change by broadening reach and interest in hockey to more people from a diverse background’.

- ✓ Drive more hockey into state schools and specifically increase opportunities for ethnic and culturally diverse communities.
- ✓ Engage regularly with our clubs and membership to ensure continued improvement in membership satisfaction.
- ✓ Ensure that we consistently listen to and serve the needs of our clubs, participants and membership.



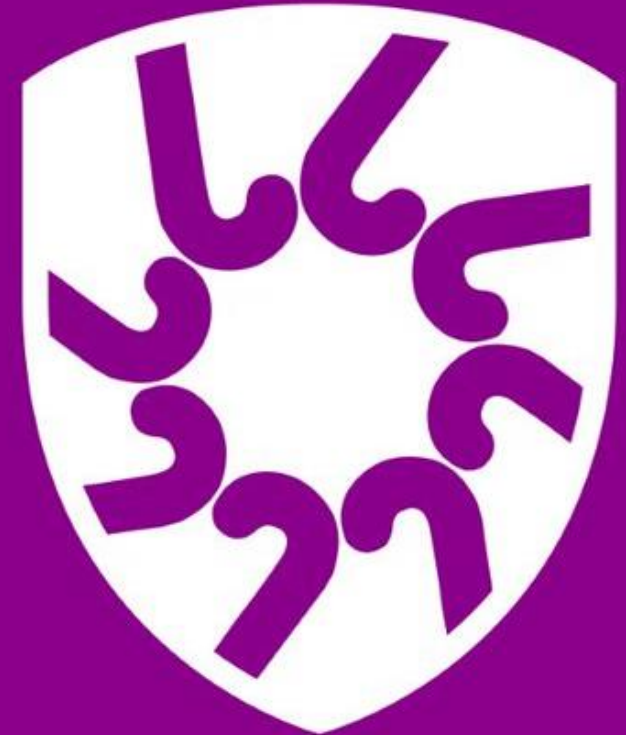
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Responsible Leadership

Goal 5

‘Leadership (ours and the games) that is modern, fosters trust, enables growth and creates sustainable physical and psychologically safe environments for everyone involved.’

- ✓ Midlands Area is committed to ensuring that in all aspects of its affairs, it maintains the highest standards of governance, public trust and integrity.
- ✓ Midlands Area meeting the provisions of the England Hockey Equity Diversity and Inclusion Framework and the Inclusion and belong Principles.
- ✓ Midlands Area meeting the England Hockey Sustainability Charter.



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COMPETITIVE LANDSCAPE SWOT ANALYSIS



STRENGTHS	WEAKNESSES
<p style="text-align: right; color: purple;">Internal to the Midlands Area</p> <ul style="list-style-type: none"> ✓ Disparate geographical area <ul style="list-style-type: none"> ✓ encompassing 8 counties ✓ high concentration of Universities compared to the other 7 Areas ✓ Inclusion of lower socio-economic communities ✓ Mature Management Structure in the Midlands Area ✓ Vitality of clubs <ul style="list-style-type: none"> ✓ sustainability and viability of clubs ✓ team spirit at clubs ✓ participants' enjoyment and fun ✓ Development of a buoyant Talent Pathway <ul style="list-style-type: none"> ✓ well-established Talent Academies (TA) ✓ well-established Talent Centres (TC) ✓ Growing Junior participation in Hockey ✓ Clubs offering alternative formats ✓ Effective development programme of umpires in the Midlands Area 	<p style="text-align: right; color: purple;">Internal to the Midlands Area</p> <ul style="list-style-type: none"> ✓ Pitches / Facility hiring <ul style="list-style-type: none"> ✓ suitability ✓ availability ✓ cost of indoor pitches ✓ cost of pitches for state school festivals ✓ Cost of kit and equipment for junior/school activities <ul style="list-style-type: none"> ✓ start-up equipment ✓ goalkeeping kit ✓ Volunteer pool <ul style="list-style-type: none"> ✓ quantity ✓ maturity ✓ Consistency of offerings in the Midlands Area <ul style="list-style-type: none"> ✓ upskilling of coaching roles required ✓ umpire development ✓ Alternative hockey offerings are not consistent in the Midlands Area ✓ Conversion rates of Back to Hockey taster session players to league players ✓ Lack of Hockey that is taught in State Schools ✓ County structures and involvement in the development of hockey

OPPORTUNITIES External to the Midlands Area	THREATS External to the Midlands Area
<ul style="list-style-type: none"> ✓ State schools offering hockey ✓ Deploy a Community Engagement officer/volunteer to liaise with Active Partnerships, Educational establishments <ul style="list-style-type: none"> ✓ cost implication for Midlands Hockey ✓ Derbyshire and/or Birmingham were promoted as test areas before any further rollout. ✓ Hockey offering for neurodiverse communities <ul style="list-style-type: none"> ✓ cost implication for Midlands Hockey ✓ requires a specialist hockey coach ✓ Strong Masters offering in the Midlands Area <ul style="list-style-type: none"> ✓ Initiate a Masters League or other activity ✓ Lack of administration support/volunteers for Masters ✓ Better collaboration with England Hockey and reinforcement of England Hockey messaging in <ul style="list-style-type: none"> ✓ Discipline Matters ✓ The Talent Pathway ✓ Collaboration/learnings shared with and by Clubs and Counties ✓ Promote differing pitch formats where possible increasing access to safe playing surfaces 	<ul style="list-style-type: none"> ✓ Disparate geographical area <ul style="list-style-type: none"> ✓ encompassing 8 counties ✓ high concentration of Universities compared to the other 7 Areas ✓ Inclusion of lower socio-economic communities ✓ Understanding the drivers of participants leaving the sport of hockey <ul style="list-style-type: none"> ✓ Competition from other team sports such as football ✓ Hockey not included in the Commonwealth Games 2025 ✓ Effect of International/National competitions in Hockey and other sports on grassroots participants ✓ Cost of living crisis ✓ Overregulation of the sport which drives up the costs of adherence to those regulations ✓ Lack of support/structure for officiating ✓ Establishing the reasons/motivation for clubs wishing to move Areas ✓ Lack of funding support from England Hockey ✓ State schools not offering hockey <ul style="list-style-type: none"> ✓ Staff competencies and training in hockey ✓ Safe delivery of hockey with current class sizes ✓ Pitches/facility hiring <ul style="list-style-type: none"> ✓ Number of England Hockey supported new pitches ✓ Threat of 3G pitches via use by the Football Association ✓ Lack of control on the third-party provision of ringfenced sinking funds for pitch maintenance ✓ Lack of and cost of repairing pitches that are owned by clubs, specifically where the club offers other sports and monies may be allocated internally to those other sports ✓ Sporadic offering of neurodiverse approaches to hockey

Hockey Family Consultation Timeline

1. June 2023 Development of vision, missions and values
2. October 2023 Alignment with England Hockey Strategy released on 3rd October 2023
3. November 2023 Identification of the Midlands Area competitive landscape, specific objectives and goals
4. March 2024 Presented for comment at the Area Management Committee (AMC)
5. September 2024 Formation of Task & Finish Group
6. October 2024 Alignment with England Hockey self-health check initiative
7. December 2024 Midlands Area Task & Finish Group initiatives incorporated for the Directors review
8. January 2025 v7 prepared for review by the Area Management Committee (AMC)
9. February 2025 v8 prepared for review by the Area Clubs
10. March 2025 Club survey completed
11. July 2025 Presented at the AGM for approval by the membership

Monitoring of the KPIs of the Initiatives

- ✓ For each initiative, the following have been identified;
 - ✓ The success criteria and evidence; and
 - ✓ A responsible person/group.
- ✓ The Board of Directors of **Midlands Hockey** are responsible for the;
 - ✓ review of actions undertaken for each initiative; and
 - ✓ overall implementation and review of the 5-year Strategy.
- ✓ The successful implementation or otherwise of the Goals across the **Midlands Area** will be monitored by the Independent Scrutineer as an extension of the review of the annual financial performance of the Area.

Midlands Hockey Ltd**Finance Director's report and Summary Accounts of the Board of Directors and Lead Committees****Year ended 30 April 2025**

The Finance Director has prepared draft accounts which are presented to members at the 2025 Annual General Meeting. Following the AGM, the Directors

- 1) will finalise and approve the statutory accounts for year ended 30 April 2025 which are to be filed with Companies House and which are not required to be approved by members. The statutory accounts have minimal accounting disclosure as allowed by the Companies Act 2006. □
- The Finance Director has prepared draft members accounts to comply with the Companies Act 2006 which require more detailed accounts than the
- 2) statutory accounts to be provided to the members. The members accounts are not required to be approved by the members. The members accounts are presented to members at the 2025 Annual General Meeting. □
- 3) The Finance Director's report and Summary Accounts of the Board of Directors and Lead Committees are not required under the Companies Act 2006 but have been prepared to explain to the members how financial control of Midlands Hockey Ltd is exercised.
- The Lead Committees are required under the Area Regulations to agree budgets with the board of directors of Midlands Hockey Ltd on an annual basis
- 5) and not incur liabilities in excess of the funding agreed by the board of Directors of Midlands Hockey Ltd. The annual budgets of the Lead Committees take into account the level of reserves at the start of the year and the preferred level of reserves necessary to be held.
- 6) The timings of Masters Hockey activities do not lend themselves to annual accounts ending 30 April as activities take place over a period of September - August.
- 7) The deficits in individual Lead Committee summary accounts will be covered by other funds held in reserve as an interim measure.

Midlands Hockey Ltd**Summary Accounts for Directors and Lead Committees****2024/25**

	Summary accounts of Lead Committees					Total
	Directors/ Management/ Discipline	Adult Leagues & Competitions	Junior Leagues & Competitions	Area Officiating	Area Masters Hockey	
Reserves balance at 01/05/2024	15,819	28,408	(9,608)	62,489	(5,363)	91,744
Surplus / Deficit for period	(7,074)	(411)	2,818	(4,604)	(1,937)	(11,208)
Reserves balance at 30/04/2025	8,745	27,997	(6,790)	57,885	(7,300)	80,536
Bank balance						49,593
Undeposited funds						25
Cash						0
Debtors						30,138
Prepayments & Accrued Income						32,004
Total assets						111,759
Creditors						27,470
Accruals						9,103
Advanced income						(5,350)
Total Liabilities						31,223
Total net assets at 30/04/2025						80,536