



SOUTH EAST HOCKEY LIMITED 2023 AGM MINUTES – 19:30 11th July 2023

Attendees (via Zoom)

Mark Hollis - Chair
Ben Holder - Vice Chair
John Thompson - Operations Director and Fleet & Ewshot HC
Robert Harrison - Governance Director
Chris Day - Reigate Priory HC
Fran Walton - Sevenoaks HC
Matt Scrase - Southwick HC
Lucie Venables - Burgess Hill HC
Kevin Tuley - Meopham HC
Matt Bullen - Marden Russets HC
Caroline Baynes (CB) - England Hockey
Harriet Tebbs (HT) – England Hockey
Chris O'Hagan - Woking HC, Surrey and Junior Chair
Kerrie Lewis - Middleton HC
Kay & Dave Parsons - Folkestone Optimist HC
Derek Hulley - Camberley and Farnborough HC
Katy Ovenell - Burnt Ash HC
Karen Stevenson - Blackheath & Elthamians HC
Nick Jones - Cliftonville HC
Simon Begg Officiating Committee (observer only)
Julie Bradshaw (JB) - Adult League Chair and Crowborough HC
Martin Lewis - Discipline Chair
Francis Bridgeman - Tunbridge Wells HC
John Bartlett - Hailsham HC
Sam Craig - Dartford Ladies HC on behalf of Laura Southworth
Chris Edwards - Aldershot & Farnham HC
Richard Beer - Chertsey Thames Valley HC

Apologies:

Emma York – Media and Communications Director
Jane Binner – Purley Walcountians HC
James Abley – Fleet & Ewshot HC
Stephen Hillier – Mid Sussex HC

Introductions

Mark Hollis (MH), Chair of the Board of South East Hockey Limited welcomed all those who attended and introduced his fellow directors, Ben Holder (BH) – Vice Chair, John Thompson (JT) – Operations Director, Robert Harrison (RH) – Governance Director.



1. Chair's Remarks by Mark Hollis

The Chair drew attention to the reports submitted earlier but did not reiterate them. His report is included here for reference.

"The management of the Area last season was via the Board, consisting of Myself, Vice-Chair (Ben Holder), Operations (John Thompson), Finance (Ian Anguige) all previously appointed at AGMs. Governance (Robert Harrison – co-opted) and Emma York (Social Media co-opted). The board is then supported by a management team consisting of Adult League, Juniors, Discipline, Masters and Officiating which are all led by a Chair appointed at this AGM or recommended. All of these are committed individuals who volunteer considerable time to enable our sport to operate in the South East Area and I would like to offer my thanks and gratitude for last season.

Last year I took over the role of Chair from Loraine Bant and I anticipated a few challenges, not least to increase our volunteer base to spread the load. I am delighted that we have managed to do this. The board needed a new Governance Director and subject to your approval would like to welcome Robert Harrison into the role. Due to GMS and other personal reasons Ian Anguige stepped away from the role as Finance Director whose role will, again subject to your approval, be filled by John Thompson. This will leave us with vacancies at Operations Director and for administrative support to the board and committees and we will be circulating adverts again shortly for these positions.

The Board and Committees are supported by the team at England Hockey, thank you for this Rich, Gaynor, Harriet, Caroline, Elaina and Stephen.

I would like to apologise to all Clubs for the problems that have been encountered with financial arrangements last season. Unfortunately, due to personal issues and our continued use of the Finance function of GMS have compounded our situation. We have had to spend considerable time understanding our finances and unfortunately, we hadn't realised the extent of these issues until late in the season resulting in the "end of season" rush of invoices which you have received. However, in doing so have kept to the financial commitments we made this time last year. Moving forward we will establish a standardised financial plan as to when we will raise invoices etc to assist clubs in their own financial planning. It is imperative that we start next season on the understanding that Clubs are aware of the need to have their settled old invoices prior to the end of August. I have personally written to those clubs involved but the 8 Areas have agreed that "non-payment" should mean "no entry". Please help us by ensuring your GMS contacts are up to date following your own AGMs.



Our Adult League Management Committee moved into this season full of optimism after the initial season, post COVID, further developments in GMS, nominal changes in league structures and limited personnel changes. Little did they know the GMS problems that stood in their way so early in the season. Their adaptability, perseverance, and commitment to make things work helped us complete the season albeit with a few wrinkles which they intend to sort this season. From my own perspective I am not only grateful to Julie and her team of knowledgeable volunteers but also to all the clubs and their volunteers. GMS is still not the “rounded” system that we were promised but it is a system to make our game management more organised and professionally monitored. Regrettably this does require the commitment of all our clubs, players, officials and volunteers and I ask you all for your support in achieving this.

Congratulations to Old Georgians Men’s 2 & Women’s 1 for their success in our Premier Divisions. We wish them good luck on the start of their journey in the National League next season.

Our newly appointed Junior Chair, Chris O’Hagan has now established a team of volunteers around him to move Junior hockey in the South East forward. He has now established a few plans for next season, including better communication with Clubs & Schools to take on ideas and included automation of entries to reduce the administration burden on volunteers.

A successful season which has seen hundreds of children picking up a stick. We have been fortunate to receive some funds from South Hockey which has been dedicated towards Junior Hockey Development and in line with EH we would love to see more state school involvement in the South East. We are aware of some of the great initiatives that some clubs are already undertaking and have seen how some clubs have utilised Junior hockey as one of the keys ways to increasing membership but more importantly increasing participation of the sport. It is important that we are able to open up our sport equally, providing inclusive sessions for all sectors of the communities in which we play. Our ED&I lead, Francis Bridgeman and Junior Chair are keen to move this forward and we will be seeking input from you on these initiatives, ideas and plans to establish a strategy for this area of development over the next 12 months.

Despite the early setback of losing our newly appointed Masters Chair, Steven Mills, for personal reasons, it has been great to see the increase in participation this season that we all believed was possible. Some age groups having multiple training sessions/trials and all enjoying the opportunity of representing the South East and producing some stunning results in the process. I believe that we can continue to grow participation in this area as we try to establish a larger committee of volunteers which will be led by Matt Sharp who was instrumental in



the running one of our Men's sides this year. I am extremely grateful to Kay Parsons who has continued to provide leadership and administrative support throughout the season and who will continue to lead our Women's sides.

Following Paul Shackman's decision to stand down from the role as Chair the officiating group we go into next season under the leadership of David Colbourne. Last season saw the progression of the officiating group through bi-weekly development forums which have seen over 50 in attendance on a regular basis. This is a great initiative to the ongoing development of our South East umpires and something I hope more will be able to make use of next season. As an established group I would hope that they are able to look at the challenges that we as an Area, and you as clubs are facing with umpiring. Club liaison with the Officiating Committee is key and I would ask you to ensure your clubs appoint a suitable liaison officer and are able to attend the briefings that are offered. The development of Club umpires remains key, and is something I know the development team will continue to push following several successful club development days last season.

Martin Lewis, joined as our Chair of Discipline this year. With a small team around him they have taken control of match day disciplinary issues. Whilst significantly lower in number to that of other Areas there are some trends which are repeated across the sport, and I would expect Clubs to hear more on that in due course. That said, dissent and abuse of umpires cannot continue because without them we do not have a game. I would be grateful if clubs would reinforce this message to their members before next season.

I am sure we all acknowledge that communication has been a key component of the role of South East Hockey. Just a few snippets from our social media

INSTAGRAM

Followers: 548 increase of 35%

Reach: 1569 increase of 133% of this 1090 were non-followers, this is an increase of 224%

Impressions: 18,319 an increase of 187%

Profile Activity: 1358 up 89%

Profile visits: 1344 up 91%

Engagement: 216 an increase of 71.4% of this 38 were non-followers, this is an increase of 245%

Content interactions: 655 up 98% (this refers to all content; Stories, Reels, posts etc)

Post interactions: 556 up 68%



FACEBOOK

Followers: 492

Reach: 8,855 an increase of 57.4%

Post Reach: 7,400 up 39.6%

Post engagement: 1,100 up 10%

Page & Profile visits: 3,581 up 62.8%

Likes & Follows: 54 up 15%

Video interactions

Total reactions/Likes/Comments/Shares 1124

Likes and reactions 956

Comments 136

Shares 32

Link clicks 61

These represent a significant improvement on our profile with you and the outside hockey community. Don't forget to follow, tag, message or mention us so we can continue this growth.

Finally we are saying goodbye to Paul Shackman who has decided to call it a day as Officiating Chair. After several years in various roles within Sussex and South he has done a tremendous job in leading and developing the officiating team in the first two years of South East Area. I would personally like to thank Paul for the support he has provided in the first two years and in recognition of his service and commitment to officiating in the South East the Board of South East Hockey wish to recognise this by making him our second lifetime member.

Finally, we want to help our clubs, their members, and officials to develop and grow and our management teams will continue to look at how we can support. I am more than happy to discuss options or thoughts with any club and can assure you that we will consider everything to ensure that we help in this great sport being available for our youngsters or to those who feel they may be towards the end of their playing days and all in between. Everyone can play a part or should be able to take part no matter what their age or ability.

If you want to discuss anything further my contact details can be found on the website.

Mark Hollis

Chair - South East Hockey Ltd

3rd July 2023"



The reports were commended by Chris O'Hagan and seconded by Ben Holder -

2. The Minutes of the AGM held on 3rd August 2022 were deemed to be a true and accurate record of that meeting.

Proposed by Julie Bradshaw, seconded by Chris O'Hagan and approved NEM CON

3. The Announcement of Post holder elections for the Director posts of Finance Director, Governance Director and the Chairs of the Adult League, Junior, Masters and Officiating Committees.

Announced, sole nominees for each post were elected almost unanimously.

Therefore the following were elected to the posts below:

John Thompson – Finance Director

Vacant – Operations Director

Robert Harrison – Governance Director

David Colbourne – Officiating Group Chair

Julie Bradshaw (JB) – Adult League Management Committee Chair

Vacant – Masters Chair

Chris O'Hagan – Junior Competitions Chair

A nomination has been received for Masters Chair but this was too late to be voted on at the AGM.

4. The Company's Annual Accounts

Accounts filed in Companies House for the 2021-22 season were presented to the meeting.

John Thompson explained the current position of the 2022-23 accounts and that they were not in a position to be presented to the meeting. South East Hockey Ltd does however have substantial funds in the bank. The presentation given is attached.



Finance
Presentation.pptx

The accounts as presented were proposed by Ben Holder and seconded by Kay Parsons. They were approved by the meeting.



Proposals and Approval

The proposals for 2023/24 fees are set out on a separate page.

5. The Independent Scrutineer's report on the Company

Graham Jackson (CGMA, ACMA) scrutinised the Accounts for 2021-22 and found them to be an accurate reflection of the company's finances with a small number of minor observations relating to differences between accrued and subsequent actual transactions.

6. The Proposals for Membership Subscription Fees

The Company proposes that the Member Subscription payments to the Company to be considered at the AGM be as follows:

For Voting Member Clubs, the proposal for Subscriptions shall be £15 per team, the amount charged for the 2022-23 season.

For Voting Junior or Occasional clubs, the proposal for Subscriptions shall be agreed on a case by case basis. Currently, no clubs fit into this category.

For Sub-Areas and other Organisations, the proposal for Subscriptions to be set at £50 (note this is NOT paid by clubs but currently by County associations only).

Carried NEM CON

7. The Proposals for entry fees for Competitions and Leagues

The Company proposes that the entry fees for the Adult leagues shall be £10 per team, the amount charged for the 2022-23 season.

The Company proposes that the entry fees for the Junior league (U14, U16 and U18) shall be at a level agreed by the Directors at the first board meeting following the AGM and not to exceed £20 per team, the amount charged for the 2022-23 season.

It is proposed that the entry fees for all other competitions be set by the Directors following informal consultation with member clubs and based on number of teams entering, hosting and officiating requirements.

Carried NEM CON



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

NONE.

The Chair allowed the following other business to be discussed.

Derek Hulley (Camberley & Farnborough) advised the meeting that the club had been provided with a bursary to support local players who would not otherwise be able to afford to play hockey. Will contact Francis Bridgement to discuss.

Lucie Venables (Burgess Hill) commented on the lack of pitches in Mid Sussex noting that some have been replaced by 3G pitches for football. MH advised Lucie to discuss with HT/CB after meeting. JB noted that Wealden Borough Council have been proactive in providing pitches and offered to ask the Crowborough Chair to contact Lucie.

Derek Hulley asked about the general Diversity and Inclusivity position in particular regarding trans-gender issues. HT commented that there is likely to be an update in the next few days from EH, otherwise she will feedback directly to Derek.

There being no other business, the meeting ended at 20:11.

John Thompson

Operations Director (outgoing), South East Hockey Limited