



**LONDON
HOCKEY**

London Hockey Limited

Annual General Meeting

10 July 2023

7.30pm

House of Sports, Borough, London

Welcome & Introductions

AGM Chair : Marcel van Eldik, London Hockey Chair

Welcome

- Member Clubs (London Area and London Sub Area)
- Non-voting Members
- EHO representatives
- England Hockey Observer
- London Hockey Board and Management Chairs and members

Apologies for Absence and confirmation of quorum



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Agenda

1. Welcome & Introductions
2. Chair's Remarks
3. Approval of Minutes AGM 2022
4. Announcement of Postholder elections
5. Financial Summary
6. Update on Appointment Independent Scrutineer
7. Proposals Fees 2023 - 2024
8. Any Other Business (of which notice of 14 days given in writing)
9. Final Questions



Chair's Remarks

- Thank you!
- Review 2022 - 2023
- New in 2023 - 2024
- London Hockey = Area + Sub Area
- Explaining the Talent System
- Translating England Hockey Strategy into London Plans
- London Hockey Futures



Thank you!

We are grateful to everyone who has contributed to the 2022 - 2023 season.

We would like to thank:

- our committees and volunteers delivering all aspects of hockey
- our clubs and their volunteers
- our London and club officials and umpires
- all our participants and supporters

Special thanks to Charles Darby, Finance Director, and Anna Allerton, Marketing & Communications Director, for their contributions to London Hockey.



Thank you!

Now in our second year the focus has still been on bedding in the new structure and delivering our core activities including:

- Adult, Junior and Masters Competitions & Tournaments - indoor and outdoor
- Schools Competitions
- Talent System - Player Pathway & London representative teams
- Masters Hockey - London representative teams
- Officiating - Umpire Appointments & Umpire Development

We have separate reports from our committee chairs which have been distributed.



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Review 2022 - 2023

Adult Hockey

- Congratulations to Wimbledon Men's 2s and London Wayfarers Women's 2s for winning the London Premier Division titles and all other winning teams
- Wimbledon M2 and Teddington W1 have been promoted to the EHL East Conference
- GMS still caused some considerable issues at the start of the season but has since improved significantly. Further upgrades are due in the coming months
- A successful Area Indoor tournament was held in December
- Fair Selection and Eligibility has been an issue during the season with various teams receiving penalties. This added significantly to the workload of the volunteers on the committee. Regulations will be tightened and clarified ahead of the new season.



Review 2022 - 2023

Masters Hockey

- A rebrand to South Masters League for the MO40 with Premier, North and South divisions. These include Masters teams from neighbouring Areas and are all administered by London Hockey Masters.
- New teams (some moving up an age group) were welcomed into the Masters League: East London (MO40), Old Cranleigh Barnstormers, East Grinstead Saints, Haslemere, Tulse Hill & Dulwich Fusillers, Wimbledon Levellers, Woking (MO50), Old Cranleigh Puritans, Reading Relics (MO60), Newbury & Thatcham, Romsey, Eastcote (WO35), Surbiton Sages (WO45)
- With the growth in numbers we aim to generate more local leagues for London, South Central and South East for both men's and women's leagues.



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Review 2022 - 2023

Masters Hockey

- London Representative teams are participating in Area Tournaments around the country.
8 men's teams MO35-75s, with the 75s being a joint LDN/SC/SE team.
7 women's WO35-65, with the 65s a joint team with the East.
- London Hockey hosted the WO40 Area tournament at Southgate HC and MO45 at Surbiton HC

Review 2022 - 2023

Junior Hockey

- Over 700 teams entered the London Leagues, festivals, Area rounds of indoor, EH In2Hockey Plate & Cup competitions
- Player Pathway was rebranded as the Talent System
- 793 children attended Development Centre activity in the summer
- Following assessment 450 players were selected for 20 representative London squads, two squads being selected for each gender in each age group
- 115 players from these squads have been put forward for assessment at Talent Academies



Review 2022 - 2023

Junior Hockey

- A total of 33 schools entered 308 teams across an extensive schools competitions programme, both indoor and outdoor
- England Hockey introduced an U14 In2Hockey Festival competition specifically for State Schools which had direct entry. The Coombe Boys team finished 2nd in the Tier 2 (Emerging Schools) competition.
- A London Area State School Competition or Tournament is now under consideration for the upcoming season to encourage more schools to participate



Review 2022 - 2023

Officiating

- Introduction of Umpire Development initiatives by Nku Davis
- Launch of Women in Officiating Network by Georga Reed
- New reporting system for (club) umpire abuse to support our volunteer workforce and tackle misconduct and inappropriate behaviour. Some clubs have been sanctioned by England Hockey and advised as to their future conduct. Others have been contacted by the Officiating team to improve teams' conduct. This initiative will be carried forward into the new season with the expectation it will be adopted by the other Areas as well.



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Review 2022 - 2023

Discipline

- Recruited two Assistant Area Disciplinary Administrators - Alistair Clift and Marilyn Walker - who have helped manage the increased workload this year.
- 13 red cards / MMOs issued to players of London clubs that resulted in suspensions of 16 days or more (total of 234 red card, MMO or disrepute offences nationwide)
- Several disrepute complaints were raised by the LH Officiating team against clubs relating to players' conduct during matches, in particular towards umpires.
- New Discipline Regulations will be introduced before the 2023 - 2024 season.

Review 2022 - 2023

London Hockey

- Recruited a third administrator to support the Talent System administration
- The recruitment of an ED&I Director did not bring the step change we had hoped to achieve. David Lloyd Williams (Vice Chair) and Marcel van Eldik (London Chair) continued to drive this agenda. We have now recruited and appointed a new ED&I Director, Vikki Leach and are hopeful we can present our plans in the coming months
- In addition Anna Allerton has decided to step down from her MarComms Director role. We will not seek to replace her at this time. Instead we are exploring opportunities with England Hockey to develop Shared Services to support the Areas.
- Comms with Clubs through Forums and media can be further improved



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New in 2023 - 2024

Development

- Turning EH Strategy into London Action Plan
- Launch of London Hockey Futures
- EDI Strategy for the London Area
- Expansion of Tier 3 School Competitions targeting State Schools
- Women in Officiating Network
- Introduction of Area-led umpire developer courses and workshops
- Launch of a London Umpires Video Rules Library



New in 2023 - 2024

Hockey

- New Discipline Regulations
- Updated Adult Regulations - fair selection
- Updated Junior Regulations
- Club Umpire Development Programmes and Umpiring Courses
- Expansion of the South Masters League across the South East
- GMS upgrades



London = Area + Sub Area

When London was created as an Area it was defined by the London Metropolitan Area and clubs were automatically made a member of the Area. Due to the unique nature of London the new Area also took on the responsibility of the 'Sub Area' or County as the County structure which is in place elsewhere in the country does not fit coherently within London.

Historically clubs would've been a member of a Region and a County - very similar to the new governance structure - and often League organisations with fees paid to all.

In the new structure London is both an Area and a Sub Area (also known as County).

We believe that this will give London Hockey the benefit of delivering activity more effectively, efficiently and with best interests of the whole Area at heart.



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London = Area + Sub Area

Area	Sub Area / County	England Hockey
<ul style="list-style-type: none">• Adult Leagues & Competitions• Junior Leagues & Competitions• Masters Leagues & Competitions• Discipline• Umpiring and Technical Officials• Masters Representative Teams	<ul style="list-style-type: none">• Junior County Hockey• Junior Representative Teams• Talent System / Pathway• School Competitions• County Cups / Plates• Development	<ul style="list-style-type: none">• Policies & procedures• Coach development & education• Umpiring Courses Level 1• Safeguarding• Facilities Support & Advice• EH Competitions



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Explaining the Talent System

What is happening in London?

- 3 Talent Academies - Surbiton, Wimbledon and Hampstead & Westminster
- 6 Talent Centres - TA's plus Spencer, London Wayfarers and Epsom with potentially a further three London clubs joining in the 2023 - 2024
- London Talent System - development centre activity delivered by London Hockey
- London Representative Teams competing in Sub Area competitions



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Translating EH Strategy into London Plans

New England Hockey Strategy

The strategy for the next 5 years will be launched very soon and this will inform our local action plans.

As the Areas were keen to align themselves with the overall strategy London Hockey pushed back our own strategy development in anticipation of this. We now fully expect to be able to engage with our members this upcoming season to develop our own direction and goals.



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Translating EH Strategy into London Plans

Next Steps

- Annual Area Health Check
- Define Focus Areas for London Hockey based on EH Strategy
- Create Action Plan with clearly defined goals and impact on London Area



London Hockey Futures

Supporting local projects to increase participation

London Hockey are working with England Hockey and the Hockey Futures charity to launch a new model, that could be replicated nationally, to support initiatives under the Hockey Futures umbrella.

London Hockey inherited legacy funds from previous organisations and we are intending to distribute some of these to support London projects over the next year.

We are looking to make up to 20,000 pounds available for 10 hockey projects focussed on Young People, Underserved Areas and Equality, Diversity & Inclusion.



London Hockey Futures

Application Process

London Hockey are currently working with the England Hockey development team to establish the application process. It will be open to existing projects looking to expand their reach and new initiatives by London Area clubs or third parties linked to member clubs.

Dates

Application process opens: 7 August 2023

Application process closes: 31 August 2023 at 12pm

Grants awarded : 15 September 2023



Approval of Minutes AGM 2022

AGM Minutes were distributed in the Information Pack sent prior to the meeting.

Announcement of Postholder Elections

Confirmation of Election Results

Chair – Marcel van Eldik – **re-elected**

Finance Director – Lucy Barlow – **elected**

Chair Adult Competitions and Leagues – Paul Mangat – **re-elected**

Chair Junior Competitions and Leagues – Judith Jones – **re-elected**

Chair Masters Hockey - Sara Walker – **re-elected**

Chair Officiating – Tim Forte – proposed by EHO London branch and **re-elected**



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Appointments by the Board

Area Discipline Administrator – Rupert Allen – **re-appointed by Board**

Equality, Diversity & Inclusion Director – Vikki Leach – **co-opted by Board**



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London Hockey Management Committee 2023-2024

Board of Directors

Chair – Marcel van Eldik

Vice Chair – David Lloyd-Williams

Finance Director – Lucy Barlow

Operations Director – Fiona Isacsson

Governance Director – Mark Bennett

EDI Director – Vikki Leach

Committee Chairs

Adult Competitions and Leagues – Paul Mangat

Junior Competitions and Leagues – Judith Jones

Masters Hockey – Sara Walker

Officiating – Tim Forte

Discipline Administrator – Rupert Allen



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Financial Summary

Profit & Loss - London Hockey Limited - year ending 30 April 2023

- Total Turnover - 181K
- Cost of Sales - 133K
- Administrative Costs - 37K
- Operating Profit - 11K



Financial Summary

Balance Sheet - London Hockey Limited - year ending 30 April 2023

- Retained Capital - 65K
Legacy Funds - 37K
- The legacy funds received from former Associations, Counties and other organisations are ring fenced for development in specific areas.

Financial Summary

Comments

- London Hockey overall remains in good financial health, recording a large surplus in 2022 and a small surplus in 2023. It is important to highlight that the financial pressures, which are no doubt being felt by clubs, are also being felt by London Hockey.
- This is especially true in the Talent System (pitch hire and coaching rates) where rates for participants are under review
- Both Adult Hockey and Officiating make a material surplus and we are proposing rate reductions for the 2023 - 2024 season. There are considerable plans for investment of proceeds into club umpire development and training.



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Financial Summary

Comments

- Umpiring appointments for 2022-23 season have not been billed to clubs, which makes up c£22k of the umpiring fees for the period and is shown on the balance sheet in Umpiring Fees to be charged. Given how late it is in the season the board have discussed the possibility of not charging clubs for 2022-23, but writing off the invoices would push the company into deficit for the year.
- We recognise there have been challenges with processing payments to suppliers and umpire expense claims. Processes for these will be reviewed by the new Finance Director in time for the new season.



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Update on Appointment Independent Scrutineer

Governance Director Mark Bennett to provide information on progress.



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Proposals Fees 2023 - 2024

Refer to the calling notice to clubs dated 1st July 2022

- Voting Member Clubs, Area Member Subscriptions shall be £10 per adult team (unchanged)
- Voting Junior or Occasional Clubs, Area Member Subscriptions shall be £40 per club (unchanged)
- Sub Area Member Subscriptions shall be £30 per adult team (unchanged)
- For the EHO, Subscriptions to be set at zero (unchanged)
- For all other organisations, Subscriptions to be set at zero (unchanged)

APPROVED



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Proposals Fees 2023 - 2024

Refer to the calling notice to clubs dated 1st July 2022

- Entry fees for Adult and Masters leagues to be set at £20 per team (reduced from £25)
- Entry fees for Junior leagues to be set at £20 per team (unchanged)
- Entry fees for Junior festivals to be set at £5 per team per festival - to include mega leagues and mini leagues (unchanged)

APPROVED

Entry fees for all other competitions, including indoor hockey and schools hockey, be set by the Directors following informal consultation with member clubs.



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Proposals Fees 2023 - 2024

Refer to the calling notice to clubs dated 1st July 2022

Having reviewed the Umpire Appointment Fees and associated costs the London Hockey Board is proposing to reduce the Umpire Appointment Fees for the 2023-24 season.

- Appointment Fee for all matches to be set at £18 per umpire (reduced from £21)

The expense policy will be reviewed to allow appointed umpires to claim expenses at increased values which reflect true cost.



Any Other Business

No matters were raised by members prior to the meeting.



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Final Questions

For more information, competitions and regulations check our website:

london.englishockey.co.uk

For updates and news throughout the year:

Instagram : hockeyforlondon & londonhockeyofficiating

Twitter : @hockeyforlondon, @juniorslondon & @LdnHockeyOffcls (officiating)



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**Thank you for attending the
London Hockey AGM**

Good luck for the new season!



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