



Company number 11511997

AGM

Meeting Date: 5th July 2023

Online via Teams: 1930

ACTIONS
Present at the meeting
Tim Lorimer (TL – Chair), Nicky Dyke (ND – Vice Chair), Claire Wright (CW – Finance Director), Joanne Kennedy-Reardon (JKR – Co-opted Governance Director), Stuart Clark (SC – Co-opted Operations Director), Tracy Murphy (TM - Co-opted Director, ED&I Specialist), Gabi Brown (GB – Area Administrator), Caroline Baynes (CB – England Hockey). A full list of attending members can be found in Appendix 1.
Apologies
Colin Barthorpe (MRHA Life Member), Tom Roberts (Deputy ADA), Jeanne Freeman (MRHA Life Member), Janet Hopkins (MRHA Life Member), Jennifer Woodyard (Phoenix Blues LHC), Andy Howitt (Shrewsbury HC), David Straw (Edgbaston HC), Andy Dickson & David Cosgrove (Beacon HC), Lucy Dawson (University of Birmingham HC), Andy Barnes (ADA), Laurie Alcock (MRHA Life Member).
Minutes from the last meeting/Matters Arising
Last AGM was held on 13 th July 2022 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.
Director Updates – Finance
A summary of the accounts can be found in Appendix 3. These accounts will be approved in due course by the Directors and uploaded to the Midlands Hockey website. Raymond Jeff FCA has been appointed as the independent scrutineer and is reviewing the accounts. It was noted that due to a large level of reserves the deficit for 22/23 was planned to bring down these reserves to a more acceptable level. The large surplus generated from the Adult Leagues & Competitions Committee was due to two factors: a large income generated from fines & travel efficient umpire appointments. CW noted that to help reduce fines, extra support with GMS use will be provided. It was agreed by the Board that it was important to support clubs to bring a reduction in fines.

It was highlighted that the Masters Hockey accounts year does not fit in the April-April model. **CW** welcomed any questions on the accounts – finance@midlands.hockey

Director Updates – Governance

A summary of **JKR's** presentation can be found in Appendix 4. **JKR** welcomed questions on Governance – governance@midlands.hockey

Announcement of Postholder Elections

There were 2 vacancies on the Board. Both nominees were duly elected by an online vote prior to the meeting.

Joanne Kennedy-Reardon was duly elected as Governance Director (Proposed: Ian Sutcliffe, Seconded: Paul Unwin).

Stuart Clark was duly elected as Operations Director (Proposed: Andy Dale, Seconded: Sukhdev Gill).

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: Jules Brooks, Seconded: Mel Lau)
- Junior Leagues and Competitions: Mary Lilliman (Proposed: Paul Willars, Seconded: Andy Dale)
- Officiating: Rob Crosson (Proposed: Howard Wilson, Seconded: Colin Jones)
- Masters: Ajan Reginald (Proposed: Ollie Needham, Seconded: Aaron Nagra).

It was noted that Andy Barnes has remained in his role as ADA and Chair of the Discipline Committee. This is a non-elected position.

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 £10.00* per adult league team

For voting Junior or Occasional Clubs, the proposal for Subscriptions shall be £10.00 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 Directors intend applying a £2.50 discount to this rate.

These were passed unanimously.

Competition and League fees:

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

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

Entry fee for the Midlands Adult Indoor Hockey Finals Tournament will be set at £100.00 per team

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

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 £10.00 discount to this rate.

These were passed unanimously.

Surplus funds raised by Adult League Fines:

The Company proposes that £3000 of funds raised via fines issued by the Adult League Management Committee (ALMC) during the 22/23 season, be used to provide umpire development initiatives. The

initiatives will be agreed between the ALMC and the Officiating Committee, for the benefit of all Midlands clubs participating in the leagues.

These were passed unanimously.

Proposals for commitment to support the EH Talent Academy Hardship Fund:

EH has asked the Areas to give financial support if required to individual Talent Academy players. The Directors feel this is not a board decision and seek approval from the membership.

The vote to support was passed unanimously.

As this was approved, two further proposals were put forward for a vote:

Should the proposed funds (£1500) come from:

1. Supplementary increase in membership fees of £2.50 per team

The vote to increase membership fees was not approved.

2. Funded from Midlands Hockey Ltd reserves

The vote to fund via reserves was passed unanimously.

AOB

Non notified.

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

Meeting closed: 20:47

Appendix 1: List of Registered Attendees & Affiliations

Name	Affiliation
Adrian Young	Redditch HC
Alasdair	Droitwich Spa HC
Alice Burrige	Atherstone HC
Andy Ball	Berkswell & Balsall Common HC
Andy O'Brien	Olton & West Warwickshire HC
Charlie Farrow	England Hockey
Chloe Becker	Oswestry HC
Chris Ashton	Discipline Committee Member
Colin Jones	Officiating Committee Member
Connor Lennon	Bournville HC
Daniela Gould	Manning Ladies HC
David Washington	North Stafford HC
Debbie Wall	Half Century Ladies HC
Ellie Edwards	Ashbourne HC
Emily Walton	Derby HC
Emily Randle	Wyre Forest HC
Gareth Parr	Nottinghamshire County
Gary Stacey	Telford & Wrekin HC
Gaynor Nash	Leicester City HC
Gemma Taylor-Robinson	Discipline Committee Member
Giverny Gallagher	Wyre Forest HC
Hannah Bond	Newark HC
Hannah Gildart	Uttoxeter HC
Harry Clarke	Newport HC
Helen Rhodes	Charnwood Sileby Ladies HC
Jo Bevan	Market Harborough HC
John Harrison	Old Silhillians HC
John Tarrant	Repton HC
Johnny Hie	Charnwood Forest HC
Jonathan Keep	Northampton Saints HC
Jules Brooks	Leek HC/Adult Leagues & Competitions Committee Member
Keith Carder	England Hockey
Kevin Heath	Staffordshire County
Laura Ward	Coventry & North Warwickshire HC
Kishor Shah	Adult Leagues & Competitions
Louise Hobbs	Belper Ladies HC
Mel Lau	Adult Leagues & Competitions Committee Member/Redhill Ladies
Michael Calverley	Stone HC
Neil Critchley	Lichfield HC
Paul Jackson	Wolverhampton & Tettenhall HC
Paul Reeves	Midlands Hockey Communications
Peter Westbrook	Sutton Coldfield HC

Rachel Woodhouse	Erewash HC
Rebecca Smith	Findern Ladies HC
Sandra Bromley	Southwell Brincliffe United HC
Simeon Green	Adult Leagues & Competitions
Sarah-Jane Perry	Woodlands HC
Susan Thomas	Redhill Ladies HC
Teresa Moss	Stourport HC
William Murphy	Atherstone Adders HC
Zack Devaney	University of Nottingham HC

Appendix 2: Chair's Report:

Good evening and welcome to the third Midlands Hockey Ltd AGM. The board has worked hard throughout the year in working through and activating more rules and regulations as part of the transformation to the new company. It may seem that it takes a long time to implement new policies but with the structure of 8 Areas it is important that all areas agree to any new rule and or regulations.

I am pleased to say that there has been an improvement in the performance of GMS but know there is still some way to go, England Hockey have increased the Head Office resource to improve the functionality of GMS and I hope that you all see a continued improvement during this season.

The Adult League Committee have again spent considerable time looking to improve in particular the Women's structure and have tried to engage with clubs to set up a number of forums to listen to what the concerns and issues are, it was disappointing we didn't have more clubs engage with the adult league committee.

Junior Hockey has once again seen massive growth with more teams and more clubs entering age group competitions either at a local, county or Midlands level. Midlands was one of two areas selected by England Hockey to run an U14 State School specific tournament, capturing Schools that don't enter area or national competitions. 15 teams played at Rugby. The feedback was very positive, and this is something the Junior Leagues and Competitions committee will look at increasing next year, BUT they need help to organise this and all the other activity. They also organised 8 schools outdoor finals, 8 indoor finals, 10 in 2 hockey competitions and numerous county festivals and finals, all done by a small committee.

I would now like to spend a bit of time on officiating. Appointments have been made to as many games as possible, but we have to recognise that the pool of those qualified and prepared to be on the appointments panel is low at around 100, compared to 1045 bronze members who umpire the vast majority of games. The Midlands officiating committee are developing plans to work with clubs at developing some of their club umpires and working out how do we build a self-supporting network to up skill club umpires, especially young ones.

At your end of season awards how many of you recognise your club umpires? Do you have umpiring matters on the front of your website? Midlands is developing its website to have a separate page for officiating, not part of discipline.

I am disappointed to announce there has been a 37% increase in Red Cards issued from 27 to 37. 85% of the Red Cards issued are for dissent or abuse from players to umpires. The Board would ask that all clubs and players show respect to each other and the officials. It is this abuse that is taking some of the appointed umpires away from the game. If you need help and advice, please contact the Area Discipline team whose contacts can be found on the Midlands Hockey website.

Like Juniors Masters is an ever-increasing area of participation which is great to see, and Midlands are able to field teams in 15 of the 16 age groups for the Area Tournaments this year with varying degrees of success. We implemented a new kit policy in Midlands colours and thanks to those who worked on delivering this project. Midlands can be proud of the number of Masters playing International Hockey this year. We ran the county O60's competition for men again and would really like to expand this to include other age groups and Women but are aware of the already congested calendar to find available dates. However, like the other committees we are short of volunteers to help increase the access to Masters Hockey in the Midlands.

We would like to offer our condolences to families who have lost Midlands players or volunteers this year

Finally many congratulations to all those players, whatever age that have achieved success either individually or as part of a team and good luck to those teams playing in a higher division next season Equally well done to those of you who got involved for the first time helping their clubs and also thank you if you have tried a new initiative for the first time e.g. back to hockey, Walking Hockey, Flyers, increasing participation is key to helping to grow our sport. Welcome to all the new teams entering the league for the first time. Congratulations to those who have received the Laurie Alcock Award for services to Hockey in the Midlands. Finally thank you to all those volunteers in whatever capacity who are standing down, the work and time you have spent dealing with hockey matters is greatly appreciated.

Congratulations to the Midlands winners in the England hockey Awards last Saturday; Nick Haynes for Area Volunteer, Chris Nightingale for Unsung Hero, Bloxwich Hockey club for Emerging Club,

Newport Hockey Club Highly Commended Club of the year and Holly Hancocks from Redditch who won EH photographer of the year in the Rising star category.

All of this work happens because of the enthusiasm and commitment of a vast number of volunteers at club, county and Midlands level. There is always a role for you so if you think you have something to offer, please do get in touch with either the Committee chairs or myself, all the contact details are on the website.

Many thanks for the support I have been given from my fellow Directors and Committee Chairs and members. Have a great Summer and a successful 2023/24 season

Appendix 3: Finance

Midlands Hockey Ltd Summary DRAFT Accounts for Directors and Lead Committees

2022/23

	Summary accounts of Lead Committees					Total
	Directors/ Management/ Discipline	Adult Leagues & Competitions	Junior Leagues & Competitions	Area Officiating	Area Masters Hockey	
Reserves balance at 01/05/2022	23,192	19,928	8,459	3,624	105	55,308
Surplus / Deficit for period	(468)	9,004	(8,367)	(2,020)	(2,639)	(4,490)
Capital reserve transferred in		105				105
Capital reserve transferred in				27,214		27,214
Capital reserve transferred in				25,495		25,495
Capital reserve transferred in				15,531		15,531
Reserves returned		(104)				(104)
Transfer						0
Transfer						0
Reserves balance at 30/04/2022	22,724	28,933	92	69,844	(2,534)	119,059
Bank balance						114,757
Cash						100
Debtor						12,364
Accruals						1,040
Total assets						128,261
Creditors						15,332
Accruals						(6,130)
Advanced income						0
Total Liabilities						9,202
Total net assets at 30/04/2022						119,059

Overall deficit
for the year
£4,490

All assets now
transferred to
Midlands
Hockey Ltd and
all funds in a
single bank
account

Minimal use of
cash due to
wider use of
Square reader

Midlands Hockey Ltd DRAFT Detailed Accounts for Directors and Lead Committees 2022/23

	Directors/ Management/ Discipline	Adult Leagues & Competitions	Junior Leagues & Competitions	Area Officiating	Area Masters Hockey	Total 22/23
Income						
Membership Fees	£4,793					£4,793
Discipline Fees/Fines		£4,925				£4,925
Entry Fees - Outdoor		£6,170	£8,200		£12,267	£26,577
Entry Fees - Indoor		£1,960	£5,415			£7,395
Officiating Fees - AL&C		£29,425				£29,425
EHO Member Contribution Area Split				£1,473		£1,473
Officiating Fees - BUCS				£4,140		£4,140
Officiating Fees - Other				£2,863		£2,863
Misc Other						£0
Total Income	£4,793	£42,500	£13,615	£8,495	£12,267	£81,600
Expenditure						
EH Membership	£766					£766
EH Membership elements cross-charged to Lead Cttee		£800	£109	£784	£522	£2,206
Software (MS 365 Teams & Quickbooks)	£888					£888
Entry Fees					£8,206	£8,206
Awards	£570	£3,969	£1,705			£6,244
Officiating - Outdoor		£26,134	£877	£4,757	£437	£32,205
Pitch Hire - Outdoor			£8,588		£6,627	£15,215
Indoor Pitch & Officiating		£1,853	£8,385			£10,238
EHO Member Benefits				£4,449		£4,449
Administrators	£2,190		£3,774			£5,964
Admin Costs	£716	£740	£563	£525	£1,053	£3,597
Companies House	£26					£26
Total Expenditure	£5,161	£33,496	£21,983	£10,515	£14,846	£86,001
Other Income/Expenditure						
Appeal Deposits	£130					£130
Surplus/Deficit	£468	£9,004	£8,367	£2,020	£2,639	£4,490
Start of Year Reserves at 01/05/2022	£23,192	£19,928	£8,459	£3,624	£105	£55,308
Mid-Year additions to Reserves		£1		£68,240		£68,241
Surplus/Deficit changes to Reserves	£468	£9,004	£8,367	£2,020	£2,639	£4,490
End of Year Reserves at 30/04/2023	£22,724	£28,933	£92	£69,844	£(2,534)	£119,059

Appendix 4: Governance

The Code for Sports Governance:

- Covers organisations who seek and are in receipt of UK Government and National Lottery funding from Sport England and/or UK Sport such as the National Governing Body (NGB) England Hockey, a Tier 3 Funded Organisation and sets out the required levels of:
 - **Transparency; Diversity & Inclusion; Accountability; Integrity**
- New requirements in the revised code (December 2021) for Tier 3 funded organisations in relation to;
 - **Welfare and Safety; Environmental; Social Governance; the promotion and implementation of good Governance standards; and the importance of people planning, including ambitious and actionable Diversity and Inclusion Action Plans.**
- The Board shall set out, promote, and support the implementation of minimum good Governance standards, including with respect to Diversity and Inclusion:
 - Throughout its organisation; and within its membership and/or associated organisations

At the heart of the code for sports Governance are the “five principles” of good Governance.

The Five Principles

1. Structure

Organisations shall have a clear and appropriate governance structure, led by a Board which is collectively responsible for the long-term success of the organisation and exclusively vested with the power to lead it. The Board shall be properly constituted and shall operate effectively.

Why is it important? ⚠

The right governance structure, with decisions made at the right level, enables the best decisions to be made to drive the success of the organisation.

Having an appropriate governance structure demonstrates to all stakeholders that the organisation is well managed. This is key to winning the confidence of staff, suppliers and potential investors and also provides a framework for organisational growth and development.

2. People

Organisations shall recruit and engage people with diversity of background, thought, independence, skills and experience to take effective decisions that further the organisation's goals and best serve their communities, stakeholders and wider UK society.

Why is it important? ⚠

Diverse, skilled and experienced decision-making bodies which contain independent voices and engage in constructive and inclusive debate enable good decision-making and help create trust with stakeholders.

3. Communication

Organisations shall be transparent and accountable, engaging effectively with stakeholders and nurturing internal democracy.

Why is it important? ⚠

Being responsive to stakeholders, understanding their interests and hearing their voices helps shape the organisation's governance and strategy. Transparency about why the organisation exists, what it is trying to do, how it is doing it, with what results and in an accessible way empowers stakeholders by giving them the information about the organisation that they need to know.

4. Standards and Conduct

Organisations shall uphold high standards of integrity, promote an ethical and inclusive culture, and engage in regular and effective evaluation to drive continuous improvement.

Why is it important? ⚠

Having the right values embedded in the culture of the organisation helps protect public investment and also enhances the reputation and effectiveness of the organisation, earning stakeholder trust. Constantly seeking to improve makes an organisation swift to respond to new challenges and opportunities.

5. Policies and Processes

Organisations shall comply with all applicable laws and regulations; consider the social and environmental impact of their decisions; undertake responsible financial strategic planning; and have appropriate controls and risk management procedures.

Why is it important? ⚠

Understanding the legal environment, factoring in socio-environmental considerations when making decisions, and having in place appropriate financial and other controls help mitigate risk and enhance stakeholder trust and organisational reputation.

