

London Hockey Limited

Annual General Meeting 8 July 2024 7.30pm

Virtual meeting via ZOOM



Welcome & Introductions

AGM Chair: Marcel van Eldik, London Hockey Chair

Welcome

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

Apologies for absence and confirmation of quorum



Agenda

- 1. Welcome & Introductions
- 2. Approval of Minutes AGM 2023
- 3. Chair's Remarks
- 4. Financial Accounts
- 5. Announcement of Postholder elections
- 6. Update on Appointment Independent Scrutineer
- 7. Proposals Fees 2024 2025
- 8. Any Other Business (of which notice of 14 days given in writing)
- 9. Final Questions



Approval of Minutes AGM 2023

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



Chair's Remarks

- Thank you!
- London Hockey = Area + Sub Area
- Our London Hockey Team
- Adult Hockey
- Masters Hockey
- Junior Hockey
- Officiating
- Discipline
- England Hockey Update
- Translating England Hockey Strategy into London Plans
- London Hockey Futures



Thank you!

We are grateful to everyone who has contributed to the 2023 - 2024 season.

A big thank you to all our:

- our London Hockey committees and volunteers
- club management and their volunteers
- London and club officials and umpires
- participants and supporters

Special thanks to Tim Forte, Officiating Chair, who is stepping down after three years, and our ED&I Director Vikki Leach for their contributions to London Hockey. Tim will continue in his EHO Chair role and we wish him all the best.



London = Area + Sub Area

A reminder... The London Area is defined by the London Metropolitan Area and clubs were automatically made a member of this new Area 3 years ago. Due to its unique nature London Hockey also took on the responsibility of the Sub Area or County as the pre-existing County structure elsewhere in the country did not fit coherently within London.

Historically clubs would have been a member of a Region, a County and often League organisations with fees paid to all. London Hockey has replaced all of those.

We believe that this will benefit our members with London Hockey being able to deliver activity more effectively, efficiently and with best interests of the whole Area and Sub Area at heart.



London = Area + Sub Area

Area

- Adult Competitions
- Junior Competitions
- Masters Competitions
- Umpire Development
- Umpire Appointments
- Discipline
- Masters Representative
 Teams
- Masters Tournament Hosting
- Hockey Development

Sub Area

- Junior Development
- Junior Representative Teams
- Talent Pathway
- Schools Competitions
- County In2Hockey Cup
 & Plate Competitions

England Hockey

- Policies & Procedures
- Safeguarding & Welfare
- Discipline
- Coach Development
- Umpiring Courses
- Facilities Support
- EH Competitions



Our London Hockey Team

- In this third year of running London Hockey our committees have been able to grow their activity and launch new initiatives such as London Hockey Futures and the Club Umpire Development Strategy.
- Congratulations to Georga Reed on winning the England Hockey Area Volunteer Award 2024. We also congratulate Sara Walker and Lynne Morgan on their British Empire Medals for their services to the hockey community.
- Tim Forte, our Officiating Chair, has stepped down after three years with Peter Mackintosh (who was the Appointments Lead) taking on the role.
- Vikki Leach will be leaving us after one year in her role as ED&I Director.
- We recruited a finance administrator to support our committees and the Talent Pathway administrators (more detail in Finance section)



Adult London Hockey Leagues 2023 - 2024

- 173 men's teams and 165 women's teams competed in the London Hockey Leagues in the past season with 3,724 fixtures scheduled and mostly played.
- Congratulations to West Herts Men's 1s and Wapping Women's 1s for winning the London Premier Division titles and earning promotion to the EHL East Conference.
- It was a very close and competitive season as the winners and promotion spots in 14 of the 29 London divisions were decided only in the last two rounds of fixtures!
- Congratulations to our top goalscorers Max Spedding (34 goals, Old Tonbridgians M1, Men's Division 3 South) and Catherine Smith (33 goals, West Hampstead W1, Women's Division 1) on their fantastic goalscoring exploits this season.
- Only Imperial Medics M1 and Old Kingstonian M1 withdrew from the 2023 24 season



Adult London Hockey Leagues 2023 - 2024

Men's Divisions

Division	Division Winner	Runner-Up
Premier	West Herts M1	Southgate M2
1	Epsom M1	Teddington M2
2N	Southgate M3	Crostyx M1
28	Old Cranleighan M2	Tulse Hill & Dulwich M2
3N	Indian Gymkhana M2	Spencer M4
38	Epsom M2	Spencer M5
4E	Tulse Hill & Dulwich M4	Spencer M6
4NW	Hampstead & Westminster Thirsts	Richmond Griffins
4SW	Barnes M3	Epsom M3
5E	King's & Alleyn's M2	Tulse Hill & Dulwich M5
5NW	Old Merchant Taylors M3	Winchmore Hill & Enfield M1
5SW	Barnes M4	Epsom Mustangs
6E	Wapping M8	Tulse Hill & Dulwich M6
6NW	West Hampstead M8	Ealing M1
6SW	Wimbledon M6	Barnes Beavers

Women's Divisions

Division	Division Winner	Runner-Up
Premier	Wapping W1	Barnes W2
1	West Hampstead W1	Surbiton W4
2N	Spencer W3	Harrow W1
28	Surbiton Sparks	Wanderers W2
3N	Richmond W2	Wanderers W5
38	Teddington W3	Spencer W6
4E	Tulse Hill & Dulwich W3	London Academicals W2
4NW	PHC Chiswick W3	Hendon & Mill Hill W1
4SW	Teddington W4	Barnes W5
5E	Wanderers W7	Spencer W9
5NW	PHC Chiswick W4	Ealing W2
5SW	Epsom W5	Old Cranleighan W4
6E	Wapping W6	London Wayfarers Wolves
6SW	Sunbury & Walton Hawks W3	Indian Gymkhana W1



Adult Hockey

A successful Area Indoor competition was held in December with Old Cranleighan Men and Southgate Women winning the London tournaments.

Introduction of Development Teams at Grade 5 level to enable new, young or returning players to gain league experience and to develop their ability and confidence.

The annual review of the Adult Regulations League Regulations by the 8 Areas and England Hockey has resulted in the Youth Experience Player (YEP) section being removed from Fair Selection as this was being exploited in some Areas.



Adult Hockey

London Hockey has always strived to deliver fair and enjoyable hockey for all participants regardless of the level that they play at. In the recent post-covid seasons we have been lenient in imposing sanctions at some Grades, including points deductions and fines. From next season we anticipate being stricter with teams and players at all levels in expecting their compliance with the Adult League Regulations.

There was a rise in the number of low-level complaints after matches had taken place, often related either to on-field conduct by players or umpires/umpiring standards.



Masters Hockey Leagues 2023 - 2024

- 52 men's teams from 34 different clubs and 20 women's teams from 17 different clubs competed in what was possibly the best year yet of the Masters Leagues.
- Six new teams will be joining the league: MO50 Surbiton Jokers, Sevenoaks; WO35 Marlow and Havant; WO45 Bromley & Beckenham and Surbiton Sages
- Our aim is still to attract more South East and South Central teams so there will be
 Masters leagues in all Areas in the South of England. A premier division structure with
 more local Area leagues sitting underneath, as feeders. We are in constructive
 discussions with Areas and leading clubs about this.
- All of the South Masters Leagues will continue to be administered by London Hockey.



Masters Hockey Leagues 2023 - 2024

Men's Division	Winner	Runner-Up	
MO40 Premier	Old Cranleighan Stormers	Spencer Masters	
MO40 South	Woking MO40	Salisbury Strollers	
MO50 Premier	Tulse Hill & Dulwich Musketeers	Old Georgians Phoenix	
MO50 Div 1	Woking MO50	Guildford Gladiators MO50	
MO60 Premier	Bromley & Beckenham MO60	Spencer Grandmasters	
Women's Division	Winner	Runner-Up	
WO35 London	Surbiton Sloths	Tulse Hill & Dulwich WO35	
WO35 South	Maidenhead WO35	Trojans WO35	
WO45 London	Ashford (Middlesex) WO45	Old Cranleighan WO45	
WO45 South	Wycombe WO45	South Berkshirt WO45	



Masters Representative Hockey

- London Representative teams are participating in Area Tournaments around the country with 9 men's teams in the age groups MO35-75s and 7 women's in WO35-65.
- For the first time we entered a London only MO35 and WO65 team and sent more players to the WO70s friendly. Our MO75 are still combined with SC and SE but we hope to split as soon as enough players come of age. A further 120 players came forward for selection this year with a total of 550 Masters members on our books.
- London Masters MO50, MO70, WO40, W045 all won their tournaments with MO45,
 MO75 and WO55 all finishing as runners-up. Congratulations all!
- London Hockey hosted three Area Masters tournaments this summer; the WO50 at Surbiton HC, MO55 at Southgate HC and MO65 at Richmond HC



Junior Hockey Leagues 2023 - 2024

- Nearly 700 teams entered the London Leagues, Mega and Mini Leagues, In2Hockey
 Cup & Plate (U10/U12) and Indoor tournaments (U16/U18)
- Seven club teams from London qualified for the national U14 Supra Leagues with
 Wimbledon U14 Boys finishing runners-up and Surbiton U14 Girls winning the title!
- There was a new national competition format for the U16 club teams at Tier 1 Level.
 London clubs were very successful with Surbiton winning both Boys and Girls Cups while Wimbledon were the Girls Cup runners-up.
- Following the London Indoor rounds, the Surbiton U16 Girls, U18 Boys and U18 Girls and Teddington U16 Boys represented London in the Super 6s Finals. Both Surbiton U18 Boys and U16 Girls finished runners-up.
- A number of disciplinary issues arose as the result of some unacceptable behaviour



London In2Hockey Cup & Plate 2024

216 club teams entered the hugely successful U10 and U12 tournaments with the preliminary rounds held over two weekends across London in March. The 4 qualifying teams from each gender/age group played at the London Hockey Finals Day at Lee Valley Hockey stadium in April.

This year the winning teams came from Surbiton, Spencer, Wimbledon and Ashford.

Wimbledon U12 Boys & Surbiton U12 Girls both qualified for the National Finals. Wimbledon Boys finished runners-up and Surbiton Girls took home the national title!



Schools Hockey

Marilyn Walker, Sandra Marlow and Stephen Biggins continue to oversee the extensive London Schools competitions programme, both indoor & outdoor formats.

A total of 62 Schools (up by 29) entered 305 teams across all London competitions.

U13-U18 teams from 7 schools qualified from the London rounds and participated in the EH National Schools Finals.

The London Schools Indoor competitions were won by Whitgift School (U16/18 Boys) and Surbiton High (U16/18 Girls) and they represented London at the National Schools Indoor Finals. Whitgift School won both U16 and U18 titles.



Talent Pathway

The London Hockey Talent Pathway programme consists of three phases: Development Centre (DC), Assessment Centre (AC) and Representative Squads.

DC activity ran throughout July & August for U12-15s with 785 children in attendance. The AC was also attended by players from the previous season's representative squads. Following the Assessment phase 450 players were selected for 20 representative squads, two squads per gender per age group. The London Hockey squads trained and participated in the South Counties AC Championship across weekends in March to May 2024.

At the end of the London Hockey Talent Pathway programme 101 players have been nominated for assessment at Talent Academies.



Officiating

- A new Club Umpiring Strategy was launched in March 2024 focussing on supporting clubs with developing their club umpires to increase standards across London.
- The reporting system for umpire abuse to tackle misconduct and inappropriate behaviour continues to be necessary. An umpire feedback system was introduced.
- Neutral Umpire Appointments continue to be challenging due to available umpires to appoint to league matches. A prioritisation takes place to best serve the Member Clubs.
- A budget of £ 8,000 will be allocated to Officiating to drive initiatives in these areas:
 - Club Umpire Development (Support, Coaching Days)
 - Performance (Coaching and developing umpires, Radios)
 - Diversity (Women in Officiating Network, Young Umpires)



Discipline

- New Discipline Regulations will be introduced before the 2024 2025 season.
- This season there were 19 red cards / MMOs issued to players of London clubs that resulted in suspensions of 16 days or more. A significant increase compared with last season (13). Two players received more than one red card / MMO.
- Nationwide the total of red cards / MMOs leading to suspensions is 200 (reduced from 234 last year). London is therefore making up a greater proportion (10% vs 6%).
- The number of red cards / MMOs being issued for violent offences is also increasing.
- One disrepute complaint has also been upheld against a London club relating to their players' conduct during matches, in particular towards umpires.



England Hockey Update

Gaynor Toms is your EH Club Development Manager - gaynor.toms@englandhockey.co.uk

England Hockey Club Mark

10 London clubs are currently accredited. We would like to see this number grow significantly increasing minimum operating standards of clubs across the Area. If any clubs are interested in working towards the accreditation in the coming season please contact Gaynor. The process is now much more streamlined.

Youth Strategy

EH are currently developing a Youth Strategy which will encompass community, school and club hockey activity. One of four pilots will take place in London. Any EH activity will sit alongside London Hockey initiatives.



England Hockey Update

This will be communicated to clubs before the start of season.

Policies

The sport's Code Of Conduct is currently being reviewed and will launch in the coming months. The document will focus on values and desired behaviours.

It will sit alongside new Discipline Regulations which will come into force for next season.

GMS

A working group was formed in January by England Hockey to address the concerns of the 8 Areas on the lack of progress in improving the functionality of GMS. Progress remains extremely slow, but we should see some significant improvements for next season.

The group has three focus areas: Matchday Processes, Transfer Process and Data Issues.



Translating EH Strategy into London Plans

Annual Area Health Check

We performed our annual health check, which all Areas are required to do, for the first time in November 2023.

Focus Areas

From the Health Check we established 3 key priorities or focus areas for 2024; improving our financial processes, Club Umpire Development and EDI initiatives through the London Hockey Futures programme

Next Steps

- Consult with member clubs to establish needs and priorities
- Create Action Plan with clearly defined goals and impact on London Area



London Hockey Futures

London Hockey launched the London Hockey Futures programme in August 2023 to increase participation and support local projects focussed on Young People, Underserved Areas and Equality, Diversity & Inclusion.

A total of £16,325 in grants was distributed to

Ashford (Middlesex) HC Ealing HC Epsom HC

Hockey Inner City Indian Gymkhana HC London Royals HC

London Wayfarers HC Flyerz Old Cranleighan HC Quick Start Hockey

Tulse Hill & Dulwich HC Phoenix Tower Hamlets HC

Southgate Sports and Leisure Trust



London Hockey Futures

Impact Report

At the halfway point of reporting, the projects had introduced hockey to 2.3K new participants with them being mostly juniors from state schools, but also people with disabilities and from the LGBT community. 58% of participants are from black and minority ethnic backgrounds. A full impact report is being compiled at the end of Year 1.

London Hockey have committed to a further 2 years of funding to allow for the London Hockey Futures programme to become established and for projects to have a lasting (and growing) impact.



London Hockey Futures

Year 2 Application Process & Dates

Once again up to £20,000 will be made available with a maximum of £2,000 per project.

Applications are open to existing community projects looking to expand their reach and new initiatives by London Area clubs or third parties linked to member clubs.

The application form can be accessed <u>here</u>.

Application deadline is 31 July 2024 with London Hockey Futures grants being awarded by 1 September 2024.



Account	2024	2023	2022
Income			
Area and Sub Area Membership Fees	16,850	16,750	17,310
Adult Hockey	9,190	9,865	11,400
Junior Club Hockey	13,826	13,100	12,450
Junior Schools Hockey	3,040	3,230	470
Junior Talent Pathway	137,496	100,136	80,098
Masters Club Hockey	1,340	1,725	0
Masters Representative Hockey	18,134	11,985	352
Masters Tournament Hosting	4,500	2,835	0
Officiating EHO Fees and Levy	780	264	4,080
Officiating - Umpire Appointments	15,486	280	28,602
Total Income	220,642	160,170	154,762

- London Membership rates have remained unchanged for 3 years.
- Adult hockey is the most consistent of the 4 activities; Masters Hockey has increased significantly, as has Junior Hockey - in both its Area (Club In2Hockey, Leagues etc.) and County (Talent Pathway) manifestations.
- In 2022 Masters League Fees were still recorded under Adult Hockey League Fees.
- The Board decided not to charge Umpire
 Appointment Fees for 2022 2023 season.



Account	2024	2023	2022
Expenditure			
Adult Hockey Costs	1,517	1,500	411
Junior Club Hockey Costs	19,221	10,093	6,404
Junior Schools Costs	3,635	2,465	1,425
Junior Talent Pathway	137,032	134,092	71,697
Masters Representative Hockey Costs	7,833	10,873	(300)
Masters Tournament Hosting Costs	4,872	4,001	867
Officiating Costs	162	1,108	2,000
Officiating Appointment Expenses	9,438	11,673	10,872
Total Expenditure	186,502	175,769	93,377

- Junior Club Hockey Costs have increased significantly largely due to pitch hire energy costs which we are looking to address through an increase in League Fees and In2Hockey Fees.
- The Talent Pathway ran at a significant loss in 2023. Although much improved in 2024 with continuing cost pressures we will look to address further in 2025.
- Adult Hockey surplus will partly fund Club Umpire Development programmes.
- Masters Hockey surplus will be used to professionalise coaching set up.



Account	2024	2023	2022
Administrative Costs			
Admin Expenses	8,229	4,610	180
Bank & Accountancy Fees	579	398	361
Insurance	2,450	1,322	1,620
IT Systems and Software	3,944	3,723	1,323
Affiliation and Membership Costs	2,500	2,500	2,500
London AGM	0	515	567
Officiating AGM	403	1,063	700
Special Projects and Grants	8,163	0	0
Depreciation - Junior Kit	5,454	5,000	0
Total Administrative Costs	31,722	19,128	7,254
Surplus / Deficit	2,419	(34,727)	54,131

- We do not reallocate administrative costs (overheads) across our main activities.
- Admin Expenses have increased due to addition of a Finance Administrator.
- Insurance includes cover for Talent Pathway and Representative Teams activity which have both increased significantly.
- Special Projects and Grants 50% of the London Hockey Futures programme funding is covered by the P&L with the other 50% being drawn from reserves.



Balance Sheet

Balance Sheet	30 Apr 2024	30 Apr 2023
Fixed Assets		
Junior Kit 'Fixed Asset'	16,363	16,363
Junior Kit Accumulated Depreciation	(10,454)	(5,000)
Total Fixed Assets	5,909	11,363
Current Assets		
Bank Accounts	111,805	72,638
Accounts Receivable	6,364	3,702
Legacy Funds - Area	(8,144)	(6,894)
Legacy Funds - Junior Hockey	(8,374)	(10,774)
Legacy Funds - Umpire Development	(14,139)	(14,402)
Prepayments	(32,448)	720
Total Current Assets	55,065	44,990
Creditors: amounts falling due within one year		
Accounts Payable	32,028	10,525
Accruals	18,161	26,425
Provision for Corporation Tax	(11,038)	0.00
Total Creditors: amounts falling due within one year	39,151	36,950
Net Current Assets (Creditors)	15,914	8,041
Net Assets (Fixed + Current)	21,823	19,404
Capital and Reserves		
Total Capital and Reserves	21,823	19,404

- £ 7,000 received from Southern Counties
- £ 5,500 received from Surrey HUA
- £ 4,553 from Umpire Development legacy funds allocated to development days, video library tool and umpire shirts Masters activity
- £ 8,162.50 from Area and Junior Hockey legacy funds allocated to London Hockey Futures programme
- Corporation tax provision being challenged with HMRC. Recently received initial repayment of £7K (post year end)



- London Hockey overall remains in good financial health. However some significant changes have affected the 2023 accounts which are now showing a substantial deficit. This was mostly due to the late recording of costs related to FY 2022. The 2024 accounts recorded a small surplus.
- Lucy Barlow did not take up her position as Finance Director due to personal reasons.
- Given the Finance Director vacancy the Board agreed to set up a Finance Team to restructure processes, address issues and set up a framework to manage our finances. This team led by Marcel van Eldik included Mark Bennett (Governance Director), Fiona Isacsson (Operations Director) and Step Parikian (Finance Administrator). 33



The Finance Team dealt with a number of issues:

- Established a streamlined payment processing process including a single point of contact (<u>invoicing@london.hockey</u>) for submitting invoices and all queries
- Set up controls to have a clearer understanding of budgets and outstanding invoices
- Cleared a serious backlog of umpire expense claims and other payments
- Timely invoicing of fees and other costs to our clubs, individuals, schools and other organisations

It is important to highlight that the financial pressures, which are no doubt being felt by clubs, are also being felt by London Hockey. We continue to review our fees and we anticipate certain fees (not set at the AGM) to rise in the current season.



Announcement of Postholder Elections

Confirmation of Election Results

Finance Director – VACANT*

Equality, Diversity & Inclusion Director – VACANT**

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 – Peter Mackintosh – proposed by EHO London and **elected**

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



Announcement of Postholder Elections

* We are still seeking candidates for the Finance Director position. Anyone interested in the role please contact Mark Bennett via governance@london.hockey

** The Equality, Diversity & Inclusion Director role will be replaced by a Committee Lead overseeing the London Hockey Futures programme and other initiatives. Anyone interested in the role please contact David Lloyd-Williams via vicechair@london.hockey



Management Committee 2024 - 2025

Board of Directors

Chair – Marcel van Eldik

Vice Chair – David Lloyd-Williams

Finance Director – VACANT

Operations Director – Fiona Isacsson

Governance Director – Mark Bennett

Committee Chairs

Adult Competitions and Leagues – Paul Mangat

Junior Competitions and Leagues – Judith Jones

Masters Hockey – Sara Walker

Officiating – Peter Mackintosh

Discipline Administrator – Rupert Allen

ED&I – VACANT



Appointment Independent Scrutineer

Governance Director Mark Bennett to provide update.



Proposals Fees 2024 - 2025 APPROVED

Refer to the calling notice to clubs dated 1st July 2024

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



Proposals Fees 2024 - 2025

APPROVED

Refer to the calling notice to clubs dated 1st July 2024

- Entry fees for Adult and Masters Leagues to be set at £20 per team (unchanged)
- Entry fees for Junior Leagues to be set at £25 per team (5 pounds increase)
- Entry fees for Junior Festivals to be set at £5 per team per festival to include mega leagues and mini leagues (unchanged)
- The Umpire Appointment Fees for all matches (including EH KO competitions) to be set at £18 per umpire (unchanged)

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



Any Other Business

No matters were raised by members prior to the meeting.

Vacancies

We are always looking for volunteers to get involved and support our teams in delivering hockey activity across London.

- Junior volunteers for committee roles please contact Judith Jones juniors@london.hockey
- Divisional Secretaries for Adult Leagues contact Paul Mangat <u>adultcompetitions@london.hockey</u>
- Assistant Area Disciplinary Administrators contact Rupert Allen discipline@london.hockey



Final Questions

For more information, competitions and regulations check our website:

london.englandhockey.co.uk

For updates and news throughout the year:

Instagram: hockeyforlondon & londonhockeyofficiating

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

Thank you for attending the London Hockey AGM

Good luck for the new season!

