

**GLOUCESTERSHIRE
HOCKEY
ASSOCIATION**

**2021 - 2022 Annual General
Meeting**

Meeting conduct (1)

- Good evening and welcome to the 2021 -22 Gloucestershire Hockey Association AGM
 - The third time we have done an on-line meeting
 - Shaun Cullimore will be the main host and will run the polls
 - Graham Wayland will admit people to the meeting and will be monitoring attendance including names entered in the chat box
 - Andrew Hopcraft will take the Minutes and manage chat questions
 - I will be trying to keep things on track
 - The meeting will be recorded to ensure the Minutes are accurate
- Please can all participants please type their name and Club / School affiliation into the chat box so we have an attendance list?

Meeting Conduct (2)

- I will share my screen with the various reports
- Everyone is going to be muted whilst the main presenters are speaking and at the end of each presentation people will get the chance to ask questions, just “raise your hand” or type in the chat box you want to speak and when asked unmute yourselves
 - Presenters will only cover the main points of their reports, the detail can be read on the GHA website
 - When not speaking please can you ensure you are muted
 - If a report provider is not present I will briefly summarise and answer questions or invite another Committee member to answer if I am unable

Meeting Conduct (3)

- Voting
 - Where reports or proposals need a vote I will ask for proposers and seconders, please type your name in the chat box
 - If at this point there are amendments please type these into the chat box
 - Shaun will then send a poll and you can respond, you will have 15 seconds to vote Yes / No / Abstain
- Voting rights
 - Adoption of the new constitution (Item 7) brings changes to those qualified to vote
 - Voting up to and including Item 7 is open to Committee members, Clubs and Schools representatives, Life Members
 - Voting once the new constitution is adopted is limited to Clubs representatives only
 - Once new Officers and Committee members elected then these can also vote

Agenda (1)

- 1. Apologies
- 2. Minutes of the 2021 AGM
- 3. Matters Arising
- 4. Finance
 - Treasurer's Report and Financial Statement
 - Adoption of Treasurer's Report and Financial statement
- 5. Reports
 - President (Chair)
 - Youth Co-ordinators
 - Schools competitions
 - Festivals and In2Hockey
 - Player Pathway
 - Welfare officer

Agenda (2)

- 5. Reports continued
 - Umpiring Secretary
 - Masters Managers
 - EH Area relationship manager (report only)
- 6. Adoption of Reports
- 7. Adoption of the new Constitution
- 8. Election of Officers and members of the Committee
- 9. Affiliation fees
- 10. Appointment of independent examiner of annual accounts
- 11. Any other Business (by permission of the Chairman)
 - Remuneration proposal
 - Future of men's senior county side

1. Apologies

- Apologies

2. Minutes of 2021 AGM

- Adoption of Minutes of 2020 – 21 AGM
 - Proposer and seconder please
 - Vote

3. Matters Arising

- Any matters arising?

4. Finance

- Treasurer's Report
- Adoption of Treasurer's Report and Financial statement
 - Proposer and seconder please
 - Vote

5. Reports – President (Chair) (1)

- Last report as President and first as Chair on the assumption the new constitution is approved
- 2021 – 22 has seen the return of hockey following Covid
 - Men's Masters O60s two sides in EH cup
 - Full season of Player Pathway DC and AC
 - Full season of schools competitions
 - Full season of U8, U10 and U12 festivals as well as U10 and U12 In2Hockey county rounds
 - Covid though has never been far away
 - Thanks to Sara Thompson of Lansdown and Liz Waltham of Cheltenham Juniors for running U10 In2Hockey when I went down with it!

5. Reports – President (Chair) (2)

- New EH governance structure introduced for first full season
 - League, umpiring and disciplinary all independent of Gloucestershire
 - No comment on GMS!
 - Links to West only through the Junior Competitions Committee and the Masters Committee
 - Umpiring insights from Mike Sheppard have been helpful
 - Otherwise flow of information from West very limited
 - Hope this will improve once Gloucestershire completes the transition to the new structure
- Involved in the County Standing Committee National Working Group
 - Part of team that defined the new EH standard county constitution
 - Also in defining the membership of counties generally and Gloucestershire particularly
- Administration
 - Committee meetings held as needed
 - Thank you to Andrew Hopcraft for taking on role of Secretary
 - One management issue dealt with during the year, EH advice very helpful

5. Reports – President (Chair) (3)

- Future
 - EH focus on ED&I
 - Equality, Diversity and Inclusion
 - Development of hockey in state schools
 - Major role for county in Talent Strategy
 - EH recognition of importance of county hockey
 - Growth of Masters hockey
- Lastly, my thanks to all the Committee for their hard work over the year and for making it a year of recovery from Covid
- Any questions?

5. Reports – Youth Coordinators (1)

- Schools competitions
 - See report on GHA website for detail
 - Any questions?
- Festivals and In2Hockey
 - See full report on GHA website for detail.
 - Full season of Festivals and In2Hockey delivered
 - Festivals saw 340 team entries across U8, U10 and U12
 - In2Hockey county rounds held and weather was kind despite the early dates
 - **Thank yous:**
 - To all the Clubs that participated
 - To Bournside, Dean Close and Cheltenham Ladies College schools venues whose understanding and cooperation was outstanding
 - To Lisa Lundie who booked pitches and then amended so many over the season
 - Any questions?

5. Reports – Youth Coordinators (2)

- Player Pathway
 - See report on GHA website for detail
 - Any questions?

5. Reports - Welfare, Umpiring, Disciplinary

- Welfare officer
 - No incidents reported
- Umpiring Secretary
 - No formal report as responsibility now lies with West
 - West EHO AGM highlighted 2 key concerns
 - Lack of umpires available for independent appointments particularly in women's games
 - Challenges in dealing with dissent and related poor behaviour
 - Any comments / questions from anyone?

5. Reports – Masters, EH and Area

- Masters Managers
 - Women's report (Sally Privett)
 - Men's report (Lindsay Ferguson)
 - Any questions?
- EH Area relationship manager
 - See report on GHA website for details
 - Any questions?

6. Adoption of Reports

- Adoption of Reports
 - Proposer and seconder please
 - Vote

7. Adoption of the new Constitution (1)

- England Hockey has issued a new county constitution template for all counties
 - Counties need either to adopt this or to amend subject to approval by EH
 - As part of the EH AGM process this year county representatives to be allowed to vote had to commit to adopting a new constitution
 - Either as provided or closely based on the template
- GHA has decided to adopt this constitution with no amendments
 - Just tailoring where provided
 - This will meet the condition of affiliation to England Hockey that counties have a constitution in line with the issued document

7. Adoption of the new Constitution (2)

- In many ways this is timely as it had been identified several seasons ago that the old constitution needed updating
 - The new constitution brings a number of changes, principally:
 - Adds to the objectives the need to deliver as practical the aims of EH delegated to the counties
 - Includes the commitment to compliance with EH policies and procedures
 - Adds the elements of equality, fairness and respect
 - Redefines membership so that only clubs can vote
 - Reduces the list of Officers and separates these from the committee members
 - Officers cannot hold the same position continuously for more than 9 years
 - Defines the make-up of the General Committee and the recommended positions aligned to the new structure with the Area
 - Introduces a number of administrative requirements and updates the language associated with those that are not changing
 - Ends honorariums for committee members except by resolution of a General Meeting

7. Adoption of the new Constitution (3)

- These changes are seen by the committee as positive and will align Gloucestershire with the other counties in England
 - Also it is a requirement that any County affiliating to England Hockey must have adopted the standard constitution or one approved by England Hockey
- It is therefore proposed that this be adopted
 - Proposer and seconder please
 - Vote

8. Election of Officers and members of the Committee

- Officers
 - Chair – Ian Harvey
 - Vice Chair – Bob Moxom
 - Treasurer – Shaun Cullimore
 - Secretary – Andrew Hopcraft
- General Committee
 - Welfare officer – Lisa Lundie
 - Communications Officer – Graham Wayland
 - Masters' Coordinators – Lindsay Ferguson (Men), Sally Privett (Women)
 - Junior Hockey Chair – Ian Harvey
 - Youth Co-Ordinators – James Doughty, Helen Jefferies
 - Umpiring Co-Ordinator – Mike Sheppard
- Proposer and seconder please
- Vote

9. Affiliation fees, 10. Appointment of independent examiner of accounts

- Affiliation fees are proposed for 2022 – 23 season at similar levels to those pre-pandemic
 - Clubs – £30.00 per senior team
 - Junior sides and Junior Clubs exempt from fees
 - Schools – exempt from fees
 - Proposer and seconder please
 - Vote
- New constitution requires accounts to be inspected annually
 - Propose to appoint Graham Vinnicombe as independent examiner of accounts
 - Proposer, seconder please
 - Vote

11. Any Other Business - remuneration proposal (1)

- Adoption of the new Constitution has consequences
 - New Constitution ends payments (honorariums) for Officers and Committee members except by resolution of a General Meeting
 - GHA has this season paid all outstanding honorariums up to date
 - Going forwards compensation for the time involved in many of the roles is anticipated to remain appropriate
 - Needs to be an open and transparent process
 - Role definitions, tasks to be carried out and level of remuneration to be advertised
 - Via GHA website and all affiliated organisations to be informed
 - Open to all applicants including GHA Officers and Committee members
 - Selection based upon suitability for the role with preference being given to applicants from those outside of the GHA Officers and Committee
 - Selection by sub-committee of 3 people (made up from the GHA elected Officers and Committee)
 - Membership of sub-committee limited to those with no conflict of interest (those not applying for remunerated positions)

11. Any Other Business - remuneration proposal (2)

- Remunerated roles
 - GHA book keeping
 - Reporting to the GHA Treasurer
 - Maintaining records and reporting of all financial transactions
 - Organising affiliation fees invoices and payments
 - Receiving income and paying invoices, coaches and refunds
 - Arranging insurance
 - Payment £800
 - GHA Player Pathway Administrators (2)
 - Setting of calendar, booking of pitches, organising AC fixtures
 - Inviting schools and clubs to submit nominations for Development Centres (DC) and Academy Centres (AC)
 - Managing subsequent numbers, trials for AC and selections
 - Recruiting coaches and managing the allocation of coaches to sessions
 - Ensuring coaches are appropriately qualified and trained, including administering DBS checks as required
 - Administering the England Hockey Player Pathway System
 - Monitoring the coaching and assessment of players
 - Payment for Lead £1,000; support £500

11. Any Other Business - remuneration proposal (3)

- Remunerated roles
 - GHA Schools Competitions organiser
 - Setting of calendar and booking of pitches
 - Managing entries, creating orders of play, dealing with issues
 - Managing competitions on the day and liaising with West Junior Competitions Committee
 - Payment £200
 - GHA Junior Club Hockey Festivals and In2Hockey organiser
 - Setting of calendar, booking of pitches, providing responses to venue provider requests, receiving and verifying invoices
 - Managing team entries from Clubs, creating orders of play, dealing with issues
 - Managing In2H competitions on the day and liaising with West Junior Competitions Committee
 - Raising invoices to collect fees due
 - Payment £500

11. Any Other Business - remuneration (4)

- The proposal is to allow Officers and Committee members to be allowed to apply for remunerated roles for 2022 – 23
 - Under conditions as defined on first slide of this section
 - Proposer and seconder needed please
 - Vote

11. Any other business – County Men's senior side

- Please can we have from Clubs present any opinions on the future of a Men's senior county side?
 - One objective from EH is for the county competition to continue where there is interest
 - Do any of the members present know the degree of interest in resurrecting the Men's Senior side in the County Championship in future years