



**East Grinstead Hockey Club: Annual General Meeting (AGM)
Thursday 15th April 2021 (Virtual): Minutes**

Attendees:

Kirstie Beedle, Mary Booth, Sophie Bray, Carolyn Burchell, Michelle Chappell, Jason Coleman, Rachel Coleman, Nicole Collingwood, Phillip Coote, Giles Dakin, Tim Deakin, Alan Deayton, Bob Garton, Chris Gregory, Lottie Gregory-Young, Adam Halpin, Roger Hanspal, Owen Hill, Mikey Holland, Mark Hollis, Tess Howard, Wes Jackson, Charlie Keenan, Steven Kent, Glenn Kirkham, James Leman, Richard Leman, David Litchfield, Simon Longhurst, Magnus Maynard, Julian Mogg, David Nuth, Andy Portman, Terry Pullin, Ellie Rayer, Donna Sadler, Ash Samra, Ross Stott, David Sumpter, Dave Thomson, Laura Unsworth, Guy Workman, Phoebe Workman

Apologies

Mags Donovan, Caroline Longstreet, Allie Poole and Ian Taylor.

1. Opening Remarks & housekeeping

Phillip Coote (PC) welcomed all to the meeting. It was advised that as Paul Adams had stepped down as chair that PC in his capacity as Vice Chair would chair the AGM.

Housekeeping: Nicole Collingwood outlined the general housekeeping points for the meeting including how questions could be raised and how the voting process would take place via the digital platform. It was also confirmed that eligibility to vote as per the 2003 EGHC Constitution is for members over 18 years and elected Vice Presidents.

2. Minutes of 2020 AGM

PC requested that the 2020 minutes be accepted as a true and accurate record of last years AGM and called for a proposer and seconder.

Proposer: David Nuth, Seconder: Steven Kent

There is 1 matter arising from the 2020 minutes and the EGHC Constitution needs to evolve. This will be reviewed in the 3-6 months of the next season which be led by Carolyn Burchell with a working group including support from Mark Hollis and Richard Leman.

3. Chairman's Report on behalf of the Committee, Phillip Coote

Firstly, and on behalf of the committee, we would like to thank Paul Adams for his contribution this season in what have been unprecedented times and look forward to his continued involvement in the club next season.

The season started well with two of the most successful club open days we have seen in many years and I would like to thank the committee for all their efforts in making the open days such a success, we received a number of complimentary emails from those that attended.

We have attempted to get back to hockey on two occasions as Covid restrictions were eased. I would like thank Donna our Welfare & Covid Officer for the huge amount of work in dealing with England Hockey and the copious amount of risk assessments that had to be written.



Finally, we would like to recognise the unbelievable success of the Ladies 1st XI and management team who remain unbeaten since October 2019 outdoors and under normal circumstances would have secured two premier league titles. Looking forward to seeing that momentum continue next year.

Priorities in 2021/22 will include evolving the current constitution and following that the governance of the club looking at a possible EGM (extraordinary General meeting) in the first half of the season.

There will be a focus on increasing both the adult mens and ladies memberships in the club and also on our communications across all sections of the club, including Vice Presidents.

4. Financial Reports, Carolyn Burchell

Firstly, I'd like to thank Roger Hanspal and Dave Thomson who have done all the hard work in pulling these figures together.

Presented Income & Expenditure Overview - layout is as per previous years with perhaps a little more detail. We do have 4 questions which were received in advance which I will talk through.

Fantastic news was that last year we had: 368 members of whom

- 146 Juniors
- 34 U14-18 Boys
- 68 U14-18 Girls
- 78 Men and 42 Ladies

One of the questions received in advance of the AGM was why when there are approximately 300 junior members and less than 100 adult members, the accounts show roughly equal income when the numbers of members is vastly different? Reason for this is that historically the subs for U14 to U18s were allocated to adults. Originally it was all in one pot so its where the junior membership has grown so much that we now have a separate column. Going forward, it is certainly something which we are looking at in terms of how this is best represented.

£7,360 to be contributed to the sinking fund: £20 per member. Current policy is that we allocate £20 per member to the sinking fund. Another question received was "what is happening with the sinking fund". This fund actually sits with the Sports Club and not with us because we don't own the pitch, the pitch belongs to the sports club which is a charity. The charity sinking fund sits in their accounts and so the last set of accounts show that there was a £66,145 pitch sinking fund within the sports club. There's also a separate hockey fund and that hockey fund had £4,250. The reason this went down in the 2018/19 season is because of the purchase of floodlights and that was £37,500. My understanding is that the sports club is going to fill that fund back up again over a period of time by putting £3,000 a year. So that is a timing and cash flow matter as opposed to an absolute outgoing from the fund. They haven't as yet published their account for 2019/2020 but obviously we're in close contact with them and when they are published, its obviously something we will be involved in.



- Investment in coaching
 - Ladies £6,307
 - Mens £2,982
 - Juniors £9,350

We did have a question as to why the ladies coaching was so much more expensive. In reality the reason is that the men's is so low because we are incredibly fortunate to have a larger number of qualified parent coaches in the men's section than we do in the ladies. It is worth a note of recognition and Wes can talk about this further that there is an increased focus on investment in qualified coaching, provision of high-quality coaching in all sections which will be seen in the current year's figures.

- As at 31 August 2019, we had a net asset position of £75,936 and. The end of August 2019 and is a testament to how hard Roger and DT have worked and the rest of the organisation to maximise our income. We're in a strong position financially at this point of time which bearing in mind the year we have had is an achievement in itself. This is down to the Management team who have worked hard and are extending our hockey year through to the end of the Summer so much that we have only had 12 people request a refund. The majority of those is because they're either going off to start a new job somewhere or they're training in other sports such as Cricket. I'd like to thank our very supportive membership for this.

Another point to note is that our costs are very much dictated by our activity, rather than having a lot of fixed costs. One of the benefits of not actually owning a property is that we haven't had to maintain a property in the period where we couldn't play. Our coaching and hire costs are only paid when we're using the pitch.

- Current position
 - Hugely supportive membership
 - Hard work by management team to extend season into summer
 - Maximum 12 refunds requested
 - Costs based on activity rather than fixed
 - Collaborative relationship with our significant service provider

Proposed: David Thomson
Secunder: Bob Garton

5. Captains Reports

Lottie Gregory-Young, Ladies Club Captain

Updated provided by Donna Sadler on behalf of Lottie.

What a year this has been, when the whole world was put hold and we were not allowed out of the house. The season started slowly with all the guidelines and regulations that we had to follow, but we managed to get out on the pitch and play the sport we all love.



With stopping and starting and no car sharing the season was very different from normal and all players adapted to this very well and abided by our constant reminding of 2m, no team huddles, no high fives and all the other rules we had to abide by.

Firstly, we would like to welcome Jason "Leeboy" Lee back to the club. Ladies 1's were really coming into form off the back of the fantastic season last year and now unbeaten in over 18 months and sitting top of the table. Lockdown hit and everything has been put on hold. The league having finally made the decision to stop the league and the result is null and void. Which is a real shame as I know the girls would love to have finished the session. The girls would also like me to thank all the Supporting crew who make the games happen, the ball patrol, crew to set the facility up and to the trusted old guard who come out rain or shine. Good luck to the girls going off to Uni and to those girls selected for GB good luck in the Euro's and Olympics.

Ladies 2's started the season with a new coach and a new lust to build on last year's performance. The team started to gel and to perform as a team and that showed in the results. The team was sitting in 4th before the Christmas lockdown and now the South league has cancelled the season null and void.

Ladies 3's like the ladies 2's needed to build from last season and the team put the effort into training and this translated into the performances in the games. The first half of the season saw the team sitting in 5th going into the Christmas break and like many leagues, Sussex has cancelled all of its leagues null and void.

Ladies 4's with a new coach (Argentinian player Geronimo), had a brilliant start to the season only losing one game and with the best defence record of the league in the first half of the season. The girls were on a roll and sitting top of the table then we got shut down and the season is now null and void, which is a real shame.

Wes Jackson, Mens Club Captain

What an interesting year to say the least. We were lucky our season last year was only cut short a couple of weeks and lucky our start up was able to go ahead unlike some sports such as rugby where they haven't played since February 2020.

I want to start by sending a huge thank you to all the members who have been patient and cooperative with all the changes, protocols and updates throughout the season and how we have come together to support the entire club getting back on the pitch. The season for all teams was cut short in November but before then, the buzz around the club was superb and we enjoyed the sunshine, beers and music each week. I got to know many new members and existing members and the integration and bonding of the mens section from 1st team to 5th team and vets was great to see.

The 1st team saw Glenn Kirkham step away after 13 years of service and in came Tim Deakin and David Beckett. It wasn't easy for them to adopt a team late in the summer but their passion and support for the boys made them compete each week and they built a solid foundation for the coming seasons. Having to travel to Exeter with no use of changing rooms and after match entertainment was a highlight for them I'm sure. The recruitment drive for next season is well under way and we send our full support to Tim and Dave to drive us back to the top.

All teams enjoyed a competitive start. The 3s, 4s, and 5s competed well in their new leagues which they were promoted into last year and as the vets take some time to find some new hamstrings, the comradery and training ethic has never been stronger and we look to drive this forward next year.



The 2s needed to perform this year with the leagues changing, and their finishing position would determine their fate for next season and what league they enter. Huge credit to Jordan for building a group who have grown up together in the club and returned to play competitive hockey. To build this team has taken a huge amount of effort and it reflects on the direction we want the adult section to go. Seeing boys develop and train and play with the 1st team from this has been superb.

As we continue playing into the summer, we want to continue a big push in driving more adult members to the club and everyone's hand in that drive will be much appreciated. I look forward to the Beers, BBQ and Music in the sunshine and bringing us all closer together (literally).

Terry Pullin, Junior Captain

Despite the season being on/off, we have had some incredible numbers. The lost sessions to COVID have almost been replaced by a phenomenal uptake by members committing to coming back to play in the summer, 294 kids signed up to playing hockey in the warmth.

We have seen growth in numbers in. Our younger age groups of U6 and U8 years and now up to 55 kids between age 4 and 8 years old which gives us a really good base of children coming through and to grow the future sections.

We have achieved some stunning numbers in our older age groups for the first time in a number of years, assuming they all renew, and we provide a great product to them this year. We could have 55 members in U16, 70 in U14s which is the highest I've seen in recent years, or at least the 6 years since I've been involved.

We also have an imbalance between girls and boys but there is a glimmer of hope. As this year, we've had the biggest group of U12 boys ever – 35 boys however this pales into insignificance when it's over 60 in the U12 girls but it's a promising sign that we can get more boys included in hockey.

My major thanks go to the 588 parents not only paying for their children to play at our club but also having to stand on the side lines in all weathers. But we also benefit from 42 fantastic parent volunteers, coaching, administration.

A first for the club this year, we managed to digitise hockey this year for the children under the guidance of Wes and with support from some of our superstars from the 1st team including: Simon, Ellie, Ben, Sophie and Dan. We ran online hockey sessions for 4 weeks (Jan-Feb) and the uptake and engagement was phenomenal. We had numerous emails of thanks from parents.

Season review in these age groups

- U6 – huge group, lots of new growth,
- U8 – seen growth during the season, Dave Leadbitter running the section who is a great hockey player, school teacher and has been very engaging. Stars for the future.
- U10s – definitely not enough boys so definitely one to grow for the next season.
- U10 girls – phenomenal good group of girls, we have a small number of year 5 girls going up this year so will be recruiting for that section.
- U12 x 60 girls, David Nuth and I look after this group. Awesome group and some real superstars for the future. Biggest group of boys. We haven't played many



matches but our girls absolutely destroyed Surbiton away in a match and the boys played 10 matches and won 9 of them so some superstars there too.

- U14/U16 – for the first time in ages we entered into the England Hockey League Tier 1 and that’s been an interesting learning curve, the U16 in particular I think it would be fair to say struggled but its something we can build on. The U14 girls are holding their own and won a lot of the matches they took part in. The boys is a bit of a mixed bag so we do have some work to do.
- U18 too few numbers and its something I wish to focus on next year, in. how we keep and retain more of our U14 and U16s to stay with the junior age groups.

Priorities for next year

Our hockey offering – already fantastic and just wish to continue to improve and wanting to make sure that for the kids that aspire to be great, we have the right offering for them. Coaching has already been talked about and we wish to build on that with more professional coaches. Prioritise some community work and engaging local schools. Looking at ways we can be part of England Hockey talent Development for the future.

6. Election of Chair & Officers

Position	Proposed	Proposer	Seconded
Chairman	Phillip Coote	Simon Longhurst	Guy Workman
Vice-Chair	Jason Coleman	James Lemman	Bob Garton
Hon Secretary	Nicole Collingwood		
Hon Treasurer	Carolyn Burchell		
Mens Cub Captain	Wes Jackson		
Ladies Club Captain	Lottie Gregory-Young		
Fixtures Secretary	Rachel Coleman		
Membership Secretary	Charlie Keenan		
Junior Chair	Terry Pullin		
Welfare Officer	Donna Sadler		
EH/Sussex Rep	Dave Thomson		
Social Secretary	Kirstie Beedle		
Communications	Vacant		

7. Election of Vice Presidents

	Proposer	Secunder
Mary Booth	Magnus Maynard	Andy Portman
Emma Doherty		
Mikey Holland		
David Payne		
Richard Payne		
Hinrich Wolff		



8. AOB

Commercial & Academic Partners, Phillip Coote

We would like to give a massive thanks to our commercial and academic partners because they have also been through COVID and I'd like to note support: Kitchens Bespoke, Crown Plaza, On Your Bike, Gold Group, JUHA, Wiremill, Penny Farthing Jewellers, Beaufort Financial, Fenton Energy Consultants, Collingwood Batchellor, Future Audio, Pink Spaghetti, Riemans, Air Clarity, Valley Builders & Coles Estate Agents.

On the academic side, we'd like to thank and recognise Worth Abbey, Lingfield College, Brambletye, Whitgift, Copthorne, and we welcome Woldingham and Radnor House who are also joining us next season as new academic partners.

In addition, there are a number of individual members who sponsored players in both the ladies and men's sections. We as a club are eternally grateful because without the support of those sponsors we really couldn't do what we do as a club.

Questions Raised in Advance of AGM

Financial questions all addressed by Carolyn within the financial update section.

- *Why is the plan to grow adult membership. Especially female adult members?*
Wes Jackson: We plan to grow our membership particularly the ladies section so that we can field competitive adult teams at all levels and develop our club culture of family fun. This will also ensure we can support our older junior members who will benefit from a refocus on age group hockey. Benefits for adults will mean they can regularly play with a team of similar age adults. We will also be inviting and welcome parents of our juniors back to hockey and open adult training on a Friday night plus looking at the feasibility of offering returning students an attractive deal to return to the club.
- *How can the club justify charging £399 for an adult member when all of our competitors charge less?*
Phillip Coote: Annually we as a club look at our competition and the subs they charge. Firstly, I'd like you to understand we have exceptional facilities that cost money to run and maintain. Of the £399 membership, £26 goes to the sports cub for our membership of the charity and £20 goes to the sinking fund. The remainder goes to the club. When you look at Holcombe as a hockey club, they charge £200 for their membership subscription and then charge a further £13 match fee. If you look at 22 games over a season, this would take the costs to in excess of £390. We don't charge match fee's on a Saturday although we do on a Sunday. We will continue to assess where the competition is and make sure that we are as competitive as we can be to our members.
- *At the moment we have to sign up in three separate places to join the club and get information about matches. At my previous club we used to be able to sign up to only one and we received regular newsletters and information. Can you detail if the club is planning to simplify this please?*
Jason Coleman: Its mainly a historical legacy – we have asked members to complete a membership form and also via the use of Teamo. The plan this year is to remove the form and to complete the sign up process solely with Teamo. We



then have a separate sign up process for our shop which is a key focus for us as an organization retaining all the sales channels in one place, i.e. buy your membership, buy a shirt, sign up for training, So currently its 3 and we aim to reduce that to 2. One question may be why we don't use the payment through Teamo but if we did that then we couldn't provide bundle offers within the shop environment.

The 2nd part of the question is regarding signing up for newsletters and information – we are aware this needs more development and hopefully you'll see some fruition with the formation of a new sub group that's looking at the membership side and how we can communicate better.

- *Question received in chat regarding correlating information between incoming and the usage of pitch / facilities costs.*
The way that costs are allocated, its not on a headcount basis – its done on a training time and match time. That looks at how the pitch cost and centralized cost, Coaching etc. The water and any other centralized costs – there is a way the costs are allocated which is based on pitch time and that is looked at across the season and how much training and match time they have and that's how they allocate it. Basically if costs come in that need to be spread over the sections, its done predominantly on pitch allocation or training and match time unless there is a specific cost
- *What are the club doing to increase the level and quality of female coaching across the club as its more male centered at the moment*
Wes Jackson: its definitely something I want to focus on and thanks to the ladies 1st team who have helped out on the online coaching. Those guys are happy to help across the junior section as well. There's not too many that I know of in the local area so its just trying to find them. We proactively will look at trying to bring in more female coaches.

Summary

Before closing the meeting, Phillip outlined that as a club we would be looking to continue to innovate and evolve and we would be leveraging Meraki technology to bring high-definition streaming and digital couponing plus more which in turn will support our commercial and academic partners well as our members and coaches. The performance academy will be a big focus for us as a committee and the club next season.