

ELHC AGM 2022	13:00, 24 TH APRIL 2022
MINUTES	

Please find below the Minutes from the ELHC AGM 2022.

The minutes are split into the below sections

1. Welcome and Agenda
2. President's Address
3. 3 Hockey Development Officer's Report on Pitch Performance
4. Youth Development Officer Report
5. Welfare Officer Report on Safeguarding
6. Treasurers Report
7. Voting on Articles (Changes to Constitution)
8. Election of Officer
9. A.O.B

The AGM was Chaired by Outgoing Chair Anastasia Nicholl and minuted by Outgoing Secretary Alex Reeves, with Outgoing Ladies Club Captain Zoe Hawthorne as Online Mediator.

1. Welcome and Agenda

Anastasia Nicholl, outgoing Chair of East London Hockey Club welcomed attendees to the hybrid. The outgoing Secretary, Alex Reeves, noted that there were 33 attendees present in the room, with a further 15 online, plus the Executive Committee. The Chair reminded attendees the process for nominations via zoom, which were to be sent to the mediator, outgoing Ladies Club Captain, Zoe Hawthorne. The Chair briefly went through the agenda and reminded attendees that all AGM related reading materials, including agenda, financial statement, committee positions and constitutional changes can be found on the ELHC website.

2. President's Address

The Club President, Roger Lilleystone, then made an address. He said that it was "great to see you all here" and that "this is your club run by your people." He reflected on the 30th Anniversary of East London Hockey Club and how it had evolved over time into one of the biggest clubs in the country. He acknowledged that "there will be growing pains, but you have the power to make change from within as part of the ELHC family."

The President made a passionate plea for coaches, volunteers and umpires to ensure club runs smoothly. He stated that "Fresh blood is always needed and that means we will go on for another 30 years." It was noted that duck spring rolls were then presented.

ELHC AGM 2022	13:00, 24 TH APRIL 2022
MINUTES	

The President then gave a big thanks to existing executive committee, especially after a very tricky last 3 years. He thanked Anastasia for all her work as Chair in managing it, as well as rest of Exec committee. He congratulated Anastasia for being the first female chair.

3. Hockey Development Officer's Report on On-Pitch Performance

Steve Canwell, Hockey Development Officer then gave an update on team performances across the club and the work of the Playing Committee.

He set out that the Playing Committee ran with 4 open roles all year, thus being 4 people down, stating that this “has been quite challenging.” He paid particular thanks to the work of Jefferson Courtney and Stacey West. He called for feedback from club as to how we can make these roles seem more attractive.

The HDO noted that ELHC had moved from East League into London league this year, which has been a challenge. He said that the rankings of the leagues may have overestimated East league over London league, but he believes it will work itself out. Overall, “the merger of leagues has been a success.”

He added that the trend of a struggle has been bucked by performance teams – 3 out of 4 of the performance teams in the highest leagues stayed up. The Ladies 2s very unlucky to go down and they were playing big hockey clubs 1s sides who were playing our 2s.

He then reflected on availability being a struggle during the second half of season, but noted that all the captains and club captains have “worked their asses off” to ensures games happen. Next season he stated there needs to be a choice – carry on as we are or either adjust squad size assumptions and run fewer teams in light of Covid/people out of London.

He then called for feedback on what to do regarding a couple of lower teams. There were then questions from floor around new players and recruitment. The general opinion was that a lack of subs also demotivated people, as reason some teams lost games. It was also agreed to label lowest club team as a development team so that we can double up on players if needs be.

Steve then fielded questions on the club's recruitment strategy. It was agreed that the club needs to build a bigger online presence and factor in a potential marketing budget. Attendees also stated that we need to build better relationships with universities. Steve asked attendees how do we make ourselves more attractive? Following a suggestion from the floor, it was agreed that the new committee should undertake a survey monkey around membership. Attendees also discussed whether it would be pertinent to have a student membership fee.

Finally, Steve noted that all leagues will have same number of teams next years.

ELHC AGM 2022	13:00, 24 TH APRIL 2022
MINUTES	

4. Youth Development Officer's Report on Youth

Simon represented the Youth Committee and set out their achievements. He stated that storage has now been signed off with the council and much work had been undertaken to ensure that pitches are paid for. He paid tribute to the regular coaches. The Youth had their first 50 people session a few weeks ago. He set out that the club had funding for a summer camp with kids in August. Simon said he was pleased that the youth section had registered a small profit. The Youth Section is also averaging 2 new kids a week and they have received great feedback from parents.

Simon stated that the youth side of the club need to look at teams and options from U13 and U15 and then pathway into adults as part of a long-term plan. There also needs to be a discussion around welfare. Steven Canwell noted that ELHC have a problem with Loughts and Crostyx having super academy status and need to come up with a strategy around that. It was agreed that the youth section needs to continue to expand, but also make people realise East London is a good place to develop.

Simon stated the youth section are looking at being more accessible and even disability sport hockey as an option if possible. It was noted that there is a potential funding opportunity if there is the demand there.

Simon stated that he had reached out into local schools – he had emailed and received no response. It was agreed to speak to St Pauls School as an option for a midweek session. The question was raised as to whether Tower Hamlets HC are ahead of the mark on this. It was agreed that ELHC should potentially be more cooperative with them, in regard to youth and to ascertain whether we could potentially work together.

5. Welfare Officer's Report on Safeguarding

The Welfare Officer was not present so the Outgoing Chair gave the report on her behalf.

- Checks went really well overall, got 90% of them done
- Men's side needs to be more organised naming coaches and captains, whilst we don't have a large amount of youth in adult hockey, it's important we are covered in case we do have youth coming through.
- Members need to update club buzz with their actual emails and/or check them for better communication.
- Youth volunteers/coaches were really good about making sure safeguarding was covered – thank you to them
- Overall was really simple and people were co-operative so thank you to all.

ELHC AGM 2022	13:00, 24 TH APRIL 2022
MINUTES	

6. Treasurer's Report on Finances

The Treasurer, Jonathan Ray, was not present. It was noted it was his birthday and he was out of the country, therefore the outgoing Chair gave his report. Attendees had received a paper copy of profit and loss for the year ended 31 August 2022 prior to the update.

Highlights

- While 2022 revenue is down, YoY the return to play shows we have recovered about 90% estimate from covid impacts
- 2021 – The LV Hockey Festival helped to lessen the covid impact on our profit – a big thank you to the ELHC Festival team.
- 2022 – Youth has seen a great increase in participation – a massive thank you to Simone, Char, Simon and the youth team, but it has also increased in its overall costs. Youth now makes -5% of the club's operations.

Issues

- Direct Debit payments – people cancel/forget to reinstate meaning we have to collectively chase for the club's cash. You'll see a noticeably higher member's debtor balance on the balance sheet in 2022. If we're unable to collect from 5% of the club that makes everyone else pay more.
- Pitch fees and coaching – This makes up -75% of the club's costs. You'll notice a rise in total pitch costs vs 2019 indicating cost increases as we are now mostly fully back to normal play. This plus expected coaching cost increases will impact our youth.
- Cost increases and inflation – We have had the luxury of having some key coaches volunteering and donating their time and effort. We anticipate coaching costs will increase next season.

There was a Question on fragility of club buzz and Direct debit payments. It was noted that a guide for captains has been important in this area. All new captains must receive this guidance.

7. Voting on Articles

Update to constitution:

It was put to members that a **Diversity and inclusion officer** should be created. Whilst the terms of scope of the role were not yet agreed, this position could sit on either the Executive, Operations or Playing Committee as they see fit. Following a vote, it was agreed to create this role.

8. Election of Officers

The following officers were elected for Season 2022/23

Chair	Charlotte Burge
Secretary	Carney Battenti
Treasurer	Jonathan Ray
Hockey Development Officer	Steve Canwell
Deputy Development Officer	Rose McCourt
Men's Club Captain	Luke Jefferies
Ladies Club Captain	Becky Soanes
Diversity and Inclusion Officer	Eloise Devonshire
Youth Development Officer	Toby Churchley
Deputy Youth Development Officer	Jack West
Welfare Officer	Steph Roberts
Deputy Club Captains (2 Men, 2 Women)	Andrew Fox, Michael Crossley (Men) Charly Smith, Stephanie D'Souza (Women)
Fixtures Secretary	Stacey West
League Liaison Officer	Grace Davies
Umpire Liaison Officer (2 posts)	Jefferson Courtney, Ben Jacklin
Coach Liaison Officer	Andrew Fox, Eloise Devonshire (joint role)
Deputy Treasurer (2 posts)	Hannah Conway, Andrew Gray (pending ratification)
Social Secretaries (2 posts)	Callum Greer, Kathryn Jackson
Communications Officer	Phoebe Darwin
Press and Publicity Officer	Alice Varley
Sponsorship Officer	Verity Turner
Kit Officer	Dev Yellappa
Tour Secretary	Joe May

All nominees were unanimously elected bar the following:

- Luke Jefferies received 3 R.O.N votes
- Andrew Fox received 2 R.O.N votes for Deputy Club Captain

ELHC AGM 2022	13:00, 24 TH APRIL 2022
MINUTES	

9. A.O.B

The Youth side of the club stated that they wanted to reconstitute the Youth Committee with spending power agreed in the club constitution. After some debate it was agreed to reconstitute the youth committee.

It was agreed that the new exec committee would look at the issue of travel expenses for non-performance coaches.

The outgoing Chair then officially closed the meeting at 15:20.