**Minutes of Bath Buccaneers Hockey Club 26th Annual General Meeting**

**Held on Saturday 21st April at 6pm, Bath University, Claverton Rooms.**

**Attendees**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Nick Kendall | Marty Pellow | Ian Cordwell | Rachael Webb | Claire Young |
| Annette Pellow | Ben Edge | Stephen West | Toby Blong | Mark Rees-Saunders |
| Nia Rees-Saunders | Royce Menezes | Mike Gamble | Janet Gubbin | Amanda Catherall |
| Sheridan Gyde | Kelz Bowden | Nick Holdway | Sarah Holdway | Peter Holdway |
| Tom Parsons | Alex Grounds | Sebastian Porter | Curtis Mansfield |  |

1. **Apologies**

Richard Starkey, Debbie Toogood, Heber Ackland, Tony Sheppard

1. **Minutes of last AGM**

No minutes produced from last AGM.

1. **Matters arising from last AGM**

None.

1. **President’s remarks – Tony Sheppard & Jo Carter**

None.

1. **Chairman’s Remarks – Nick Kendall**

* Congratulations to all teams and players on their many successes.
* Great to see so many age group internationals.
* Mens Indoor team on TV.
* Many thanks to all the Officers for their efforts including the unsung active parents.
* Increased Academy membership.
* Senior mens numbers below ideal.
* Great to hand over my University role to Ian Cordwell with my best wishes.
* **The Wally Haymond Tankard for Club Person of the Year** was awarded to Tom Parsons
* **The Junior Club Person of the Year** was awarded to Ben Jenkins
* The Club Committee awards presented at the Annual Club Dinner were;

|  |  |
| --- | --- |
| **Men’s Top Scorer** | **Marcus Bowman** |
| **Ladies Top Scorer** | **Amelia Thompson** |
| **Umpires award** | **Royce Menezes** |
| **Men’s Player** | **Stephen West** |
| **Men’s Most Improved Player** | **Mike Gamble** |
| **Men’s Young Player** | **Dan Henley** |
| **Ladies Player** | **Judith Orr** |
| **Ladies Most Improved Player** | **Olivia Hamilton** |
| **Ladies Young Player** | **Chessie Small** |
| **Coach** | **John Williams/Tom Skinner** |
| **Mens Manager** | **Alex Grounds** |
| **Ladies Manager** | **Janet Gubbin** |

1. **Hockey Report – Ian Cordwell (Director of Hockey)**

* **Senior Results 2017/18:**
  + Ladies 2nds promoted & Semi-final of Cup
  + M1 Premier League Indoor Runners Up
  + Men O40’s made last 16 and O50’s made the QF’s in EH Masters Championships
* **Senior Targets 2018/19:**
  + M1 to achieve top 3 position
  + L1 to be promoted to National League
  + M2 to achieve top 3 position
  + 2 promotions L3 & M3 no relegations
  + All other teams perform well and play enjoyable hockey
* **Junior Results 2017/18**
  + Multiple successes across local and regional level – U16s Boys Bronze medal in Nationals
  + U18 Girls – Finalists – National U18 Cup
  + Thank you to Fidelius and to all our volunteers, helpers, parents and supporters
  + International Honours for our boys and girls
  + Stuart Rushmere – England U18 Captain
* **Club Structure 2018/19 Season:**
  + Ladies 1st & 2nds – Performance
  + Ladies 3rd Team – Development
  + Performance Club Captain to oversea these teams to assist with selection, player movement between team and junior development
  + Jody Paul – Head Coach
  + Ladies 2nd team performance coach – Paid Position – JD on EHB website
  + Ladies 4th and 5th Teams – Development Club Captain to oversea these competition teams to assist with selection, player movement between teams and junior development.
  + Mens 1st, A team and B Team – Performance
  + Mens C Team Development
  + Mens D to G’s – Competition
  + Performance Club Captain to oversea these team to assist with selection, player movement between teams and junior development
  + Ian Cordwell – Lead Mens Coach
  + Mens A Team Performance Coach – Paid Position – JD on EHB
  + Mens D to G’s – Development Club Captain to oversea these competition teams to assist with selection, player movement between teams and junior development.
* **Junior Academy Proposal**
  + The Junior Academy is very successful with numbers in excess of 400 plus
  + Our Junior Academy is a business in its own right
  + This brings challenges in terms of organisation, pitch space, pressure on volunteers and coaches and a concern over safeguarding
  + Specifically coaches were concerned that numbers are impossible to manage, its dangerous and too much focus is on beginners and kids who want to mess about!
  + From discussions with volunteers, coaches and parents the structure and direction of the Junior Academy fees to change. My recommendations are:
    - Paid part time – Director of Junior Hockey
    - Create satellite hockey centres at partner schools in Bath to create more space – PPC & MCS
    - Pay qualified coaches to deliver exceptional coaching practice
    - Tuesday and Thursdays – performance training
    - Consider Performance U16’s training with senior teams
    - Sunday Mornings – Development – SSG’s
    - Similar to JDC to JAC to PC to NAGS
  + The impact on the club is increased costs that we will have to pay for, however the positive impacts will be:
    - More pitch time for training
    - High Quality Coaching
    - Director of Junior Academy to promote performance and development
  + The Junior subs would therefore need to increase to £199 for the season
    - This increase brings us in line with other successful Junior Academies in the country eg Surbiton, Guildford, Beeston
    - Less pressure on volunteers who can now free up time to coach or manage
    - Focused on performance and development
    - The membership subs will include match fees for games, Lime Tree after match food, shirts for matches and the University of Bath Sports Training Village
    - Our Junior Academy will deliver quality with excellent coaching managed by volunteer managers who will ensure our junior players develop their hockey talent in a safe environment where junior players can be the best they want to be.
    - New junior member ship includes eligibility to play Saturday Senior league hockey.

1. **Development Report (1)**

* **Club Development Plan:**
  + Focuses on a “One Club” philosophy; flexible membership options; coaching development; expansion of social media; improving facilities.
  + Can be found on Members section of website – due an update in 2018
* **‘One Club’ philosophy/ flexible membership options**
  + Aim is that whatever type of member you are – Senior, Student, Junior, U18, Half Season, Training & Social – you are key to the Club.
  + There should be a membership option to suit your needs.
  + Selection is based on performance and ability alone.
* **Coaching development:**
  + Successful partnership with England Hockey (Coach Ben Edwards) has delivered:
    - 2017: 1 x UKCC L2 England Coach and 6 x UKCC L2 Sessional Coaches
    - 2018: 3 x L2 Sessional Coaches plus further 6 underway within the ‘Direct Assessment’ trial programme with England Hockey
    - Plus approx. 20 coaches each season benefit from the 3 hour Engaging Games for Children/Club Coach course
* **Development Report (2):**
  + Social Media
    - Website (Clubbuzz)
    - Av 2500 users and 5000 sessions per month (2018)
    - Significant improvements made already and were working with Clubbuzz to make further improvements especially to membership and payment aspects – meeting with CEO of Clubbuzz planned in Summer.
    - Facebook: significant engagement/post reach over season eg. Posts for Boys U16 bronze medal, Girls U18 qualify for National Finals and Mens 1st XI Indoor 2nd Place and when coaches qualify.
  + Twitter: 2028 followers (1838 in 2017, 1586 in 2016)
  + YouTube: 195 subscribers (172 in 2017), 35,897 total views(28,500 total in 2017)
    - 2nd biggest Youtube channel in English and Welsh hockey?
* **Facilities**
  + New facilities for 2018/19 – scoreboard, pitch camera
  + 3G pitches – Club supports this project as it will release more astro time to the Club.
  + Clubhouse – project in good place but on pause until the Uni has made decisions on building 3G pitches which is the first priority.

1. **Social & Fund-raising Committee Report**
   * The Club has not done well on social events this season, we had a good welcome at the Huntsman at start of season and a pub quiz.
   * A well attended Christmas social at the Cork
2. **Marketing and Publicity Report**
   * Still a vacant role
   * However very active on Facebook/Twitter: Please follow!
   * Good support from Match tight
   * Article planned in September in Hockey News
3. **Finance Report** 
   * First time ever we have Membership income of over £100,000 at £101,420
   * We are now running a small business
   * This income relates to 691 paying members of which juniors are 450
   * All of our costs amount to £103,451
   * So, we have a made a deficit of £2,031
   * However, sponsorship (Fidelius, Tractorland), donations (Atko and Shep), 200 Club and other events contributed £8,736
   * Overall, we made a surplus of £6,705
   * We have net funds of £23,033
   * For more detailed accounts please see attachment, these are draft and unaudited
4. **Commercial Report – 200 Club**
   * Currently only 27 members, compared to peak of 60 in the 13/14 season (when it was included as membership option on website).
   * Prizes have remained at: x12 monthly of £18 x4 quarterly of £14

x2 bi-annual of £60 x1 Christmas of £80

* + Winners over the last year include Tony Sheppard, Andy Silcox, John Matthews, Stuey Wyer, Brian Wyer, Marty Pellow, Nicola Wilson, Robert Crutchley, Howard Silcox, Sarah Hayes, Anthony Locke, Guy Bartlett, Nicola Richardson, Chris Church, Andrew Dobie.
  + There is now a link to the 200 Club on the website, where you can easily sign up and pay.
  + Total Income - £698.00 Profit =£122.00
  + Prize Money - £576.00
    - Future options:
    - Add a Buccs Membership option to include a 200 Club Membership
    - Change prize money e.g: x12 monthly of £12 x4 quarterly of £25

X2 bi-annual of £90 x1 Christmas of £6

PRIZE TOTAL                                =             **£394.00**

This would give a profit of £304 based on this year’s membership figures.

1. **Welfare Report**
   * At the 2017 AGM the role of Child Welfare Officer was made an Executive position to illustrate the Clubs commitment to Safeguarding.
   * The club has over 60 volunteers working in the Junior Academy as either Managers or Coaches. As of the end of the 2017/18 season all junior volunteers has been DBS checked via England Hockey.
   * **Going Forward – 2018/19**
   * Ensure all Managers and Coaches across the Junior Academy are BS checked for the 2018/19 season. This requires good communication with all Junior Managers.
   * Extend DBS checks to all Coaches and Managers within the Senior teams due to juniors playing in Senior sides.
   * Continue to promote the importance of safeguarding and good practice across the Club.
2. **England Hockey Update**

* Bridging the Gap – New League Structure for 2019-2020 season.

1. **University Update**

* Pitch 1 – Deep cleaning in August
* Possible new pitch for season 2019/20
* Review of flood lights to be undertaken
* Outside fixed cameras and scoreboard ready for next season
* University Agreement to be re-negotiated as expires in 2 years time.

1. **Proposed Amendments to the Constitution**
   * None
2. **Elections of Non-Executive Officers**

Elections of the Non-Executive Officers followed:

* Presidents – Jo Carter, Tony Sheppard
* Auditors – Netty Pellow.

1. **Election of Officers**
2. **Executive Committee:**

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| --- | --- |
| **Presidents** | Tony Sheppard & Jo Carter |
| **Chair** | Nick Kendall |
| **Vice-Chair** | Janet Gubbin |
| **Club Secretary** | Rachael Webb/Sheridan Gyde |
| **Director of Finance** | Richard Starkey |
| **Director of Hockey** | Ian Cordwell |
| **Commercial Manager** | Sarah Cottle |
| **Social and Fundraising Chair** | Vacant |
| **Director of Marketing and Publicity** | Vacant |
| **Director of Club Development** | Heber Ackland |
| **UOB Student’s Representatives** | TBA |
| **Member Representatives (min x6)** | Marty Pellow, Chris Jones, Ellie Davies, Adam Sandey, Chloe Steel, Stephen West, Seb Porter and Amanda Catherall |

**ii) Hockey Committee**

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| **Men’s Club Captain** | Vacant |
| **Ladies Club Captain** | Vacant |
| **Hockey Secretary** | Vacant |
| **Head Coach** | Jody Paul |
| **Ladies Match & Fixture Secretary** | Vacant |
| **Men’s Match & Fixture Secretary** | Nick Kendall |
| **Pitch Secretary** | Nick Kendall |
| **Membership Secretaries – ladies, men, juniors** | Men – Heber Ackland  Ladies 1&2 – Vacant  Ladies 3-5 – Jo Donkin  Juniors – Jo McDermid |
| **Director of Junior Academy** | To be recruited |
| **Welfare Officer** | Rachael Webb |
| **Umpires Coordinator** | Nick Kendall |
| **Men’s League Liaison Officer** | Nick Kendall |
| **Ladies League Liaison Officer** | Janet Gubbin |

**Social and Fundraising Committee**

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| --- | --- |
| **Chair** | Vacant |
| **Secretary** | Vacant |
| **Team Representatives** | Ben Edge, Tom Parsons, Anna Pennington, Alex Menezes and Amanda Catherall |

Thanks to Stephen West for getting team tables together for the Club Dinner.

1. **Any Other Business**
   * Consider re-organising the role of Social and Fundraising
     + Should there be a budget for the Social Committee?
     + Consider Friday and Saturday night fixtures with BBQ etc
   * RW to check with EH the status of other DBS checks
   * Question was raised whether we should be focusing more on state school children due to the clash of Saturday fixtures with the private sector.
   * A desire for more focus on University students was requested
   * Request for the 1st teams to be more involved with the Junior Academy
   * Frustration was expressed that there wasn’t more continuity in key roles on the Executive
     + Should there be a financial incentive?
   * Need to co-ordinate Tweets etc across the Club – Adam Sandey to run?
   * Club wide push for 200 Club needed.
   * Development Plan needs to be reviewed by incoming Executive.
   * Concern was expressed over studs being used on the astros and causing damage to pitches.
   * It was suggested that a section of the Lime Tree was allocated for teas so all teams could be sat in the same area – improve Club cohesion.

**Meeting concluded at 7:15pm.**