

AGM Minutes 2025

Date: 26/04/25

Exec. Committee Present: Charlotte Burge, Andy Fox, Steve Canwell,
Lara Brown, Annie Brown

Time: 2pm

Exec. Committee Apologies: Roger Lilleystone

Location: The
Rusty Bike

Agenda items

1. Welcome & Agenda
2. Chair's Report on Overall Club Performance - CB
3. Hockey Development Officer's Report on On-pitch Performance - Steve Canwell
4. Welfare Officer's Report on Safeguarding - Alex Beck
5. Treasurer's Report on Finances - Annie Brown
6. Youth Section Report and Update - Simon Capper
7. Voting on Articles
- BREAK
8. Election of Officers

Minutes

1. Welcome & Agenda
 - Steve Canwell was appointed Vice Chair
 - Burge was awarded life membership
2. Chair's Report on Overall Club Performance - CB
 - a. Volunteering: an area of focus - reward and encouragement
 - This year East launched the volunteering policy/charter - there was an expectation that everyone volunteers with rewards including discounts on subs
 - Next year: baseline expectation that everyone volunteers
 - 166 volunteers gave over 2578 hours
 - Every team volunteered in some way - only 2 teams had less than 7
 - Growth in importance of volunteers
 - Exec work behind the scenes - special thanks
 - b. Comms: second area of feedback
 - Whatsapp channel - all core messaging available to everyone - received positively

- New role to focus on newsletter/website and a variety of different channels

c. Teas - everyone happy about changes.

- more admin involved so the role has been split out
- thanks Annie for taking on teas this year

d. Current Chair (Charlotte Burge) stepping down - thanks to everyone

e. 35th anniversary of the Club - thanks to all who have taken part

3. Hockey Development Officer's Report on On-pitch Performance - Steve Canwell

- played 362 league games + cup games; won 134; lost 169; 697 goals; - 171 goal difference; 154 points
 - a mixed season!
- Performance teams:
 - W1 - relegation
 - W2 - the most dominant team in the London league
 - M1 consolidation in div 1
 - M2 not promoted - almost 40 players have played for the team - a season of disruption
- Rest of club:
 - M4s got promoted but M3s relegated. Again due to team disruption however they had a lot of good cheese(!)
 - Most of women's teams solid midtable
- Mixed Team - succeeded aims of scoring goals and finishing 2nd in most matches
- Umpiring:
 - 84 people umpired at least one game
 - still dependent on a few people doing lots of games - need more people
 - Change in rules - all need level one umpire
 - Free umpiring courses - drive to get as many as people through courses
- Coaching:
 - 24 volunteer coaches - all teams had a named coach to rely on
 - no coaching development officer this year
 - all coaches were appointed internally - no pipeline yet.
 - Next year's aim: as many people through the course as possible - free with England hockey
 - Aim is self-sufficiency
- Current HDO is Standing down - thanks to the playing committee for all their hard work
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4. Welfare Officer's Report on Safeguarding - Alex Beck

- Significant reduction on last season in the number of incidents being reported to welfare officer.
- A culture of vigilance has been evident across the club with team captains

reaching out to ask for advice about the inclusion of junior players in team events and socials.

- c. One incident was reported by ELHC to another club involving an U16 playing senior women's hockey. Opposition club cooperated and followed their disciplinary policy.
- d. DBS processes continue.
- e. Next steps: Ensure and complete DBS checks over close season for all umpires ensuring England Hockey compliance. 2 regular coaches have not completed the required coaching safeguarding course. AB to chase up during close season.

5. Treasurer's Report on Finances - Annie Brown

- a. Proposals last year:
 - pro-rated threshold attend 50% or less
 - Club policy on injuries
 - Volunteer sheet updated this year
 - Legal structure - spent sponsorship £2k on CASC investigation
 - Subs and match fee increase - 30% rise in LV pitch cost
 - Late cancellation match fee - what does discretion mean? - ensure policies are shared
- b. 2024/25 results so far
 - Core profit better this year
 - Income from sponsorship/youth/socials/tours balance out core area because of rising costs
 - Match fee increase - increased core operating profit
 - Higher cost and revenue
- c. Match fees - 99% paid/pending on autopay
 - final matches £1700
 - £630 with debtors

Huge reduction in debt across the club - especially match fees
- d. Price and volume - Lower teams average number of players lower - don't make as much money however there is not as much investment
- e. Plans for subs to remain the same
 - increased over the years
 - concessions have remained a flat rate
- f. Changes to England Hockey Membership
 - Increase - £9k for year (+£4k)
 - Money goes towards accident insurance, free coaching/officiating etc.
- g. Club Legal/Tax Structure
 - Goals - minimise admin./tax liability
 - Three structures: CASC/Charity/Mutual trading
 - Proposed structure: CASC
 - charity - tax relief but high admin burden
 - mutual trading - simplest but no tax relief
 - CASC - recommended
 - - not taxed on profit and tax relief from first £50k on trading income



(currently £4k)

- remove liability from members and committee
- met annual cost requirement
- don't own pitches

Con - 12 days minimum = social member cannot exceed 50%

Limits sponsorship potential (£100k limit) - currently £4

Cost of admin. HMRC requirements - Chili has connections with charity accountants

h. Majority in favour

6. Youth Section Report and Update - Simon Capper

a. Dates in Teamo

b. Support immense

c. To work with Annie to look at income

d. Numbers averaging 50 - 60 a week grown

7. Voting on Articles

BREAK

8. Election of Officers

| Position | Nominations | Yes | No | Abstain | RON required? |
|-----------------------------------|---------------|-----|----|---------|---------------|
| Chair | Vacant | | | | |
| Secretary | Lara Brown | 19 | | | |
| Treasurer | Annie Brown | 19 | | | |
| Hockey Development Officer | Rose McCourt | 19 | | | |
| Deputy Hockey Development Officer | Ian Caddy | 19 | | | |
| Youth Development Officer | Vacant | | | | |
| Deputy Youth Development Officer | Toby Churchly | 19 | | | |
| Women's Club Captain | Chili Mulenga | 19 | | | |
| Men's Club Captain | Andy Fox | 19 | | | |
| Diversity & Inclusion Officer | Cleo Lynn | 19 | | | |
| Deputy Women's Club Captain (1) | Annie Hall | 19 | | | |
| Deputy Women's Club Captain (2) | vacant | | | | |

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|---|--------------------|----|--|--|--|
| Deputy Men's Club Captain (1) | Tom Haynes | 19 | | | |
| Deputy Men's Club Captain (2) | Daniel Kupusarevic | 19 | | | |
| Fixtures Secretary | vacant | | | | |
| Umpire Liaison & Development Officer (1) | Ben Jacklin | 19 | | | |
| Umpire Liaison & Development Officer (2) | Jeff Courtney | 19 | | | |
| Coach Liaison & Development Officer | Steve Canwell | 18 | | | |
| Welfare Officer | Alex Beck | 19 | | | |
| Deputy Treasurer (1) | Paul Taylor | 19 | | | |
| Deputy Treasurer (2) | Vacant | | | | |
| Communications Office Copy | Emily White | 19 | | | |
| NEW: Communications Officer: Newsletter and Website | Tom Haynes | 19 | | | |
| Sponsorship & Fundraising Officer | Alice Varley | 19 | | | |
| Kit Officer | Vacant | | | | |
| Tour Secretary (1) | Joe May | 19 | | | |
| Tour Secretary (2) | Vacant | | | | |
| NEW: Teas Sec | Matt Smylie | 19 | | | |
| Social Secretary (1) | Calum Greer | 19 | | | |
| Social Secretary (2) | Eve Wedderburn | 19 | | | |
| Tournament Director | Vacant | | | | |