

# AGM MINUTES 2019



<b>Meeting Name:</b>	England Hockey Annual General meeting
<b>Venue:</b>	Bisham Abbey
<b>Date:</b>	19.3.19

<b>Lead:</b>	Sue Bodycomb		
<b>Note taker:</b>	Helen Clarke (HC)		
<b>Start time:</b>	1930	<b>End time:</b>	2130

**THESE MINUTES ARE SUBJECT TO APPROVAL AT THE 2020 AGM**

In attendance:

Sue Bodycomb (SB) President of England Hockey

Vice Presidents Liz Pelling and Chris Reece

Royston Hoggarth (RH) Chair of the Board, Sally Munday (SMu) CEO of England Hockey, Ian Wilson (IW) Finance and Administration Director, Rich Beer (RB) Development Director, Jon Cockcroft (JC) Commercial Director, Ed Barney (EB) Performance Director, Richard Sykes (Independent Non-Executive Director), Mike Stoddard (Membership Elected Non-Executive Director)

## **CLUBS**

Ashford (Middlesex) HC, Aylesbury HC, Barnes HC, Canterbury HC, Cirencester HC, Devizes HC, Guildford HC, Hampstead & Westminster HC, Lansdown HC, Lutterworth HC, Maidenhead HC, Melton HC, Oxford Hawks HC, Reading HC, South Berkshire HC, Tulse Hill & Dulwich HC, UK Armed Forces

## **HOCKEY ASSOCIATIONS**

East HA, Leicestershire & Rutland County HA, Middlesex HA

In addition 33 members had appointed the Chair to act as their proxy

### **1. Apologies for absence**

In receipt of apologies from:

Sheila Morrow (President of GB Hockey)

Kate Swann (Independent Non-Executive Director), Andy Hunt (Independent Non-Executive Director), Andy Tapley (Membership Elected Non-Executive Director), Katy Roberts (Membership Elected Non-Executive Director)

## **CLUBS**

Berkhamsted & Hemel Hempstead HC, Buckingham HC, Christchurch Ladies HC, Clifton Robinsons HC, Cliftonville HC, East Devon HC, England Mixed HC, Folkestone Optimist HC, Harlequins (IoM) HC, Harrogate HC, Isle of Wight HC, Kingston-upon-Hull HC, Newquay HC, Okehampton Columbines LHC, Old Reigate HC, Poole HC, Preston HC, Reigate Priory HC, Taunton Vale HC, Team Bath Buccaneers HC, Thurrock HC, West Bromwich HC, Winchester HC, Yardley HC

### **2. Approve the minutes of the Annual General Meeting held on 20 March 2018**

SB advised that these had been circulated with the papers and asked for any comments on accuracy.

**The minutes were approved as a true record of last year's meeting**

### **3. Receive the Directors' Annual Report**

SB introduced the meeting with a reflection on her time as President. RH followed with comment on her privilege to be working with a strong Board who are never satisfied and strive to build year on year.

SMu invited members to read the Annual Report for a full update of EH's activity undertaken in 2018 adding comment on:

#### **EH Strategy**

- EH's vision is to become a nation where Hockey matters. This means more people up and down the country caring about our sport,
- EH's strategy has 5 key ambitions; International Success, increased visibility and growth in participation, which link intrinsically in the form of a 'virtuous circle', underpinned by the enablers; enhanced infrastructure and a strong NGB
- Visibility of the sport is fuelled by hosting big events. EH strives to encourage and enable those who've seen the sport to pick up a stick, offering a wide range of interventions to grow participation. We believe that the more players we have in the sport, the higher our performance will reach

#### **Vitality Hockey Women's World Cup**

- VHWWC had x5 key outcomes
  - Deliver financial targets - generated £3.16m of public ticket sales (over £2.16m more than initial bid budget)
  - Deliver world class experiences - delivered two sites with overwhelmingly positive spectator feedback
  - Maximise visibility and fan engagement - more, broader media and broadcast reach than ever before
  - Your World Cup - 453 Clubs offered over 1500 participation events for people to take part in Hockey
  - Develop Hockey's infrastructure - FIH Polytan partnership resulted in 2x new carpets at LVHTC and permanent improvements to Sports Presentation
- VHWWC a catalyst to launch of FIH Pro League evidencing demand
- Highlight FIH Pro League potential. Relationship with the Stoop who currently offer 14k capacity and are moving to 25k capacity in stadium redevelopment. We are ambitious with where we can take the sport

#### **Increase participation**

- Delivery of YWC forums leading to the club network purchasing vast number of tickets and delivering accessible community events
- With 145,704 affiliated club members, this is the 10<sup>th</sup> year that we have seen a growth in participation
- Massive thank you to clubs who took part in Your World Cup campaign
- National League – Surbiton Champions of both MHL and IWHL
- Super6's – Champions were Bowdon Hightown (women) and East Grinstead (men)
- England Hockey Club Championships – 40 different Championships run, including Adult, Juniors and Masters; from U10 to O60
- Universities – Over 550 men's and women's teams playing in leagues

#### **Achieve International success**

- Commonwealth Games – both Men and Women achieved Bronze medals
- World Cup's – Women finished sixth, Men finished fourth
- GB Elite Development Programme currently has 61 players who receive circa 90 contact days pa + England U21 and GB U23 competition
- Jack Waller, Zach Wallace, Rhys Smith progressed into senior men's squad

- Tess Howard and Lizzie Neal progressed into senior women's squad
- Sultan of Johor Cup – U21 Men achieved Gold medals
- National Age Group and Player Pathway – embedding the 'End in Mind' principles

#### **Masters International success**

- Gold – Men's O40s, Men's O55s, Men's O65s, Men's O70s, Women's O35s, Women's O55s, Women's O60s, Women's O65s
- Silver – Men's O35s, Men's O60s, Men's O75s, Women's O45s
- Bronze – Men's O45s, Women's O40s, Women's O50s

#### **Improved visibility**

- Step change, producing content such as 'Pure Hockey Gold' and 'Behind every great player'
- Capitalised on home World Cup with media and broadcast exposure including Amazing Arabella, Candice Brown and Emma Watson (47.8m Instagram followers)
- FIH Pro League – New, ground-breaking global hockey competition with 15 home fixtures, tickets already sold out in 2x sessions

#### **Enhanced infrastructure**

- SMu commented on the ongoing work around the Club strategy, Facilities, Officiating, Volunteers and Coaching

#### **Stronger NGB**

- Broadening our income to become less reliant on government grants
- Ensure our governance is modern and fit for purpose throughout the whole sport (covered in the AGM Resolution update, item 9)

#### **4. Receive the Finance Director's report and approve the Financial Statements and Auditor's report**

IW presented on the following:

- Accounts heavily influenced by the World Cup which had turnover of £6m
- World Cup made a small surplus of £20k before surplus returned to UKS and GLA.
- SE funding reducing 2017-21
- In 2018, EH made a small surplus of £10k
- Income and Expenditure account
  - Detailed in the Annual Report
  - Turnover increased from £11.4m to £14.4m
  - £90k Major Event reserve used up by World Cup as planned
  - Surplus down from £16k to £10k year on year
- Balance sheet
  - Reserves target of one year's Sport England grant (currently £2.4m)
  - Reserves now £1.6m
  - Cash balances down to £1.7m from £2.2m
  - Debtors up to £3.7m from £2.4m
  - Creditors up from £0.9m to £2.0m due to WC

#### **Questions were invited from the floor:**

IW was asked about strategy to mitigate risk given very slim operating margins

- The Board naturally want to reinvest as much as possible back into the sport
- Exec team go through management accounts monthly to see where up/down. Margins are tight, require careful management, continually looking at what is committed to for rest of the year

Follow up question on strategy of hosting events, are big events too big a risk?

- Recruit/engage a dedicated stakeholder board to manage the event financially and operationally. Their primary priority is to make a profit
- Strongly believe that Pro League offers potential for EH to become less reliant on government £. Alternatives are scarce and harder.
- Initial bid for VHWWC was much smaller, early sales success led to much bigger event
- Commitment to delivering events is a deliberate strategy to take the sport forward
- Anticipate lead time to build up audience but risk considered worth it

JC provided a verbal update on Project Content in response to a question around EH's broadcast strategy and the complexities of broadcast rights, specifically given FIH own the event

- Project Content is a collaborative approach by sports to generation of digital content
- Content will be available on one media platform (quantity) and contributors will benefit from a portion of the sponsor revenue generated
- Also reach non-traditional Hockey audience

EH was asked whether they could move to electronic publications moving forward

- IW confirmed that EH print and distribute as few publications as possible for environmental reasons but there are good VAT reasons for printed material. Electronic copies are available for those who do not wish to receive hard copies

#### **The meeting approved the Finance Directors report**

#### **5. Approval of resolution to re-appoint Haysmacintyre as Auditors of the company and to authorise the Board to approve their remuneration**

The meeting formally approved the reappointment of Hays Macintyre as Auditors and approved their remuneration.

Votes in favour: 50      Votes against: 0

#### **6. Approval of resolution to increase the England Hockey affiliation fee by 1.5% for the 2019/20 season. (Free affiliation for new teams in their first season will continue)**

IW was asked why the increase was consistently 1.5% and responded that the decision isn't taken lightly, 99.9% of EH revenue is reinvested back into the sport and feedback has been that members prefer a small, regular increase year on year. SM commented that in 2003 affiliation charges constituted 50% of the business turnover, now it is significantly lower at 7-8%.

The meeting formally approved the increase in the affiliation fee by 1.5%

Votes in favour: 38      Votes against: 12

#### **7. Confirmation of the election of the President**

Mike Stoddard was appointed as President, unopposed

#### **8. Confirmation of the election of the Vice-President (male)**

Chris Reece was appointed as Vice-President (Male), unopposed

#### **9. Update on the 2017 AGM governance resolution**

Liz Pelling (Vice President of England Hockey) presented on the AGM resolution progress:

- At the March 2017 England Hockey AGM, a resolution to review the structures within the sport was proposed and passed with a 98% majority
- Read in full - *"This resolution proposes that England Hockey review the sport's current governance structure across the country so that it provides the best opportunity to develop the sport; increasing participation levels and the chances of sustained success at national and international level while safeguarding participants and giving members the best possible experience in the 21st century".*

#### **Progress since last AGM:**

- Consultation meeting at the VWHWC
- Consultation with junior hockey stakeholders to fill in gaps
- Quick wins delivered
- Met with RCC to start review of the structure which underpins further progress
- Board and Working Group finalising proposals

#### **Vision:**

- *A robust governance structure that allows for maximum participation in hockey within a safe environment underpinned by an organisational structure that ensures consistency, accountability, transparency and communication at all levels*

#### **Principles – complete:**

- As National Governing Body, England Hockey has overall responsibility for the sport in England
- There is a fundamental role for local organisation and decision making
- Clarification of accountability of all organising bodies to their stakeholders and ultimately to England Hockey is required
- Simplification of structure should be the aim to make it easier for all involved
- Clarity of purpose is key for all organising bodies
- Common principles of governance are necessary for all organising bodies
- Consistency of overarching policies, rules and regulations is required for all aspects relating to playing hockey (Rules and some regulations subject to FIH)

#### **Quick wins completed:**

- More consistency through new Disrepute Complaint Regulations
- Simplification of data sharing across the sport through Framework Agreement
- Improved IT to come through "Charlie Matters" project
- Better communications by establishing a register of all key contacts in Leagues and Associations
- More openness through the publication of Board synopsis and Committee Meeting decisions

#### **Future work:**

- Consistent League Rules
- 'Good Governance' principles to be adopted proportionately by all organisations

#### **Structural reform:**

- Simpler structure - consultation had highlighted "unnecessarily complex structure"
- Fewer volunteers required - difficulty in recruiting volunteers
- More accountability and transparency - consultation has highlighted this as an issue
- More opportunity to progress in leagues - inconsistent opportunities at present

#### **Timeline:**

- May 2019 - Communication of the proposals and feedback received from members
- October 2019 - Closing date for feedback from members
- November 2019 - Final proposal shared including a more detailed implementation plan



- March 2020 - England Hockey AGM final decision on proposal and implementation plan
- April 2020 - Implementation plan begins
- September 2021 - New structure in place for season 2021-22

Some discussion followed the presentation, predominantly points of clarification.

- Members defined as 800+ clubs, 6 regions, 45 counties, UK Armed forces/Police etc
- Aim is to make sure we are able to govern a structure that makes it easier for the clubs to participate in the sport
- Continue to communicate quick wins and progress to keep momentum
- RB commented that considered changes to National League structure came about for similar reasons but will likely be a separate change

#### **10. Any other business (with the permission of the Chair)**

Request for an update on the proposed implementation of FIH's ¼'s rule:

- SMu/RB updated that EH currently proposing revision specifically to ¼'s rule to protect playing time and retain a regular match length
- Anticipate a statement being released in the next 4-6 weeks on implementation of all 5 rules

Guildford HC raised concerns with the pressure and conflict faced by their juniors on volume of Hockey expected of them and best training environment to be prioritising:

- SM confirmed that EB is currently working on this issue nationally, recognising that the issue is most acute in Surrey/Middlesex area

SB was presented with a gift by SMu on behalf of England Hockey in thanks for her efforts and commitment to the role of President.

The meeting closed at 2130.