



KHC ANNUAL GENERAL MEETING 2022

MINUTES

Meeting Date: Wednesday 27th April 2022

Time: 19:00

Location: Keynsham Cricket Club

1 Introduction – JM opened the meeting at 7pm and welcomed attendees

1) Present –

- In person: Jessica Murray (JM), Jessica Holloway (JH), Richard May (RM), James Evans (JE), Katherine Sears (KS), Tim Sears (TS), Thomas Holloway (TH), Jon Day, Victor McKay (VM), Mikey Pennington, Elliot Raine (ER), Louisa Pillinger (LP), Rose Side (RS), Renee Smith Gorringer (RSG), Danny Voisey (DV), Jemima Murray, Christine Chubb, Karen Tape (KT), Anna Wooley, Ellie Finn (EF), Amanda Haskins (AH), Flora Mackie (FM), Barbara Harris, Heather Pillinger (HP), Oliver Rodway (OR), Daniel Sawyer, Adam Stone (AS), Meg Howard, Matt Woods (MW), Cara Williams, Georgia Hall, Louise Bale (LB), Livi Mansfield, Dionne Dickens, Sally Palmer (SP), Lucy Fox (LF), Syd Arblaster, Heidi Dale (HD)
- Virtually: Anna Walby, Anna Wilkey (AW), Claire Jones, Lissa Britton, Charlotte Foley, Rhiannon Woods

2) Apologies –

- Debbie Boulton, Caitlin Buick, Toby Weids, Michelle Jacobs, Alice Oswald, Becky Harris, Will Harris, Amber Palmer, Moira Sage, Holly James, Arthur King, James Stockall, Trudy Gale, James Cullen, Libby Dickens, Kelly Pressey, Duncan Edwards

2 Approval of minutes from 2021 meeting – approval by Sally Palmer

3 Committee reports

1) Members Survey & Chair's report – Jessica Murray

JM began with presentation of member's survey results.

- Only 33 responses so results may not be representative of the club. Last year had over 70 so next year need to push for higher response rate in future
- Most responses involved additional comments and JM felt it was not appropriate to post comments as they may be identifiable but will be producing a full report and actions to work on over the next season
- A large number of ladies said they preferred early training but due to the low number of responses we can't take action on this so will keep it under review and encourage members to complete the survey next season to give us feedback
- A full report on member's feedback is going to be prepared by the committee and released to all members.

Discussion:

TS – didn't see the survey and thinks that more people should have responded

JM – survey link was emailed to members, posted on website, posted on WhatsApp groups and Facebook multiple times

JH – question to TS and club how can we reach more members if the current methods of sending out info are not reaching everybody? Is it that people are not seeing the information or are seeing it but not acting on it?

SP – suggested sending to captains to send out to teams individually

RS - suggested a prize draw following completion

FM – suggested producing a QR code to send to captains to ask players to complete after a game/teas

Committee will consider these suggestions in future when sending out information and club survey.

Chairs report 2022:

Thank you all for taking the time to attend the AGM tonight. It's lovely to see you all at the end of another great season. This year has been more normal compared to the last two – much less mention of the word COVID. Although this is my 3rd year as chair, this is actually my first face-to-face AGM in this position. It's so much nicer to be able to spend the evening with you all rather than through a computer screen, although I may regret saying that later when I can't press 'mute all' to be able to talk.

I was having a look at my reports from the last 2 years and it basically just talks about how we tried to play hockey for a bit, but then were hit by another lockdown. For me this feels so long ago now and it's easy to forget how disrupted our past few seasons have been.

COVID restrictions were still high following the last AGM however, unlike the year before we managed to run and play in a very successful summer league. Thank you so much to Katherine for setting up and running the ladies summer league and to James and others who helped organise the men each week for theirs. This was the first year as a club that we had to run 2 separate leagues for the ladies due to the amount of interest we had. This year we almost have had to run 3 leagues again due to further interest which is a great reflection on the club. Thanks again to Katherine who has been busy with this in the last few months.

Alongside our normal summer league teams, we entered a mixed team into a local tournament throughout June and July. This was great fun and we went out with great team spirit regardless of the heat and the results. Many thanks to Tom Holloway for organising this.

COVID restrictions over summer still made it very hard for us to run any socials. However, the Tokyo Olympics kept a lot of us busy and it was great to see team GB do well in the hockey with the women securing us another bronze medal.

At the end of the summer, we held our annual memorial tournament. Thanks so much to everyone who came along to help and support. We managed to raise over £500 for our chosen charities.

As September hit the COVID rules relaxed, and we were able to get back into the full swing of hockey. Training and matches started, and everyone was buzzing to be back to some sort of normality. I can honestly say the club spirit this year has been amazing. We started the season with a completely new leagues due to the nationwide restructure from England Hockey. Each team has thrived, along with our academy, and everyone has

been so positive. We have again continued to gain members throughout our mens, ladies and academy sections. Welcome to all of our new members - I hope you have enjoyed your first season with us. I would like to congratulate all five senior teams this season. I think you have all had a great season. Each team has had their own difficulties to face, but each week I see and hear you all go out with great team spirit and support for each other regardless of who you are playing and what the result at the end. For me that is what this club is about. Coming together on a Saturday away from our busy lives and enjoying playing hockey with our friends and the KHC family.

Of course, I would like to congratulate our ladies 1st team on getting promotion for the first time in 23 years. What an amazing achievement and a great season you have had. This will benefit the club in many ways, and I look forward to seeing the continual development of the club following this. I will leave it to the captains to tell you more about their seasons.

Hockey would not happen on a Saturday without these people. Thank you SO much to our captains and vice captains Rose, Debbie, Mandy, Flora, Lucy, Sally, ARJ, Olly, Jon and James. And also, to our chairs of selection Katherine and Andy. All of these people give up a lot of time each week to ensure teams and selection is sorted and fair. We know it's not an easy job so thank you so much.

Another big thank you of course goes to our fabulous umpires. Thank you for continuing to give up your time each week to umpire. Often a thankless task, but you are amazing, and matches would not happen without you.

The academy has also had great season. I don't want to give too much away as Rich will be doing a report. Our academy sessions are thriving, and this is all thanks to Rich. Thank you so much for giving up so much of your time. The academy are the future of the club and I honestly do not know what I would do if you weren't there to run it all.

A big thank you to our coaches Andy, Danny and Scott. We have had a lot of positive feedback from training. For me I have seen a real development in our hockey and

teamwork this season across the mens, ladies and academy sections and it would not be possible without your coaching. Thanks also to Tim and James who support these sessions.

The socials have been great fun this year. There has been an excellent turnout for all the events. We've had Oktoberfest, Christmas fun at grounded, Quiz fun at KCC and then end of season nights out which always end up in the trout. For anyone wondering...we returned the stolen trout slippers to their home. Thank you to Mandy, Jem, Katherine and Matt who have helped support and run the socials. Thanks to anyone else who has helped us. We have many more to look forward too with the presentation evening next weekend, a club trip to the commonwealth games in August and the tournament planned for the end of summer again.

We've gained and maintained some great sponsors this year at KHC. Thanks to Omega Hockey for your continued sponsorship. We have had the very welcome addition of LC Active and most recently Brinfield who have kindly sponsored us. Your support means a lot to us. We have also received a generous grant from KTC this season.

I have personally found this season particularly difficult due to holding various roles alongside chair. I would like to apologise if there has been a lack of communication about development of the club. I am hoping next season I can focus more of my time on my role as chair and look forward to making more positive changes. For me, this season was about getting you all back on the pitch and back playing hockey with no disruptions from COVID. I have lots of plans for the next season for the further development of the club. We hope to run some 'pick up a stick' days around the commonwealth games to welcome and encourage new members to the club. Longer term plans include developing our existing teams to aim for promotion. And eventually developing a ladies 4th team. I would love one day for us to also have a men's 3rd team and we hope to gain some more men's players with the sessions planned for summer. Of course, I also hope the academy continues to develop and grow and we start to see even more of these members progress to senior hockey.

Some more exciting news – we have new kit! I'm sure you have all seen but we will now be supplying our own kit via pitchero. We have decided to come away from Harvem. A massive thank you to Renee and Louisa, you have worked very hard to make this possible.

A massive thank you goes to everyone on the Keynsham HC committee. You have been an incredible support to me this season so thank you. There is so much that happens behind the scenes to enable this club to run. Special thanks to Rich for all your work as treasurer, Jess for being an amazing secretary and Charlotte for your continued hard work with membership. You are all pivotal to the running of this club. Thank you also to our welfare officers James and Lissa. I would like to offer an extra thanks to James who is stepping down from all his roles within the hockey club after today. I'm sure you can agree with me that James has given a lot of his spare time to the club over the years and we are all very thankful.

Finally – a massive thank you to you all. I absolutely love being part of this club and it is an honour to have been your chair again over this season. I feel lucky to know each and every one of you. Thank you all for being so supportive and such great people. It's more than just hockey – it's about family and that's what I see you guys as. I'm really looking forward to Summer league and next season with you all. Keep being amazing. Thank you.

2) Treasurers report – Richard May

We set a budget for last year to make a loss of £2,500. We did this in the context of coming out of the COVID lockdowns and wanting to avoid increasing prices at that point.

We knew that last year would be the last time we could afford to make a loss and we would need to increase costs in 2022/23 to stabilise the club's finances

Obviously, when we made that decision, we didn't know that so many other costs for everyone would be increasing so much.

RM presented the following slides:

KHC Accounts 2021/2022



Balance (April 2021):	£10,872
Expenditure:	-£33,345
Revenue:	£32,030
Invoices to be paid:	-£2,217
One-off costs:	£1,882
Adjusted in-year loss of:	-£2,665
This compares with budgeted loss of:	-£2,500

Expenditure 2022/23



	2021/22 (£33,345)	2022/23 (£36,050)
Coaching	£7,073	£7,250
Matches/Training	£19,901	£20,250
Fees	£2,290	£3,100
Events	£1,950	£2,000
Equipment (inc First Aid)	£531	£1,500
Marketing	£218	£250
Professional Development	£30	£500
Clothing	£1,138	£1,000
Miscellaneous	£70	£200
Subs Refund	£344	£0

Anticipated spending and costs for 22/23 year – reduced membership fees but increased match fees due to proposed changes in membership which will be discussed further tonight

Revenue 2022/2023



	2021/22 (£32,030)	2022/23 (£37,650)
Membership	£18,685	£14,500
Match Fees	£3,229	£12,000
Summer League Entry Fees	£5,400	£5,950
Event Tickets	£2,077	£2,200
Sponsorship/Grants	£1,800	£1,500
Clothing	£839	£1,500

Anticipated profit (2022/23): £2,300

Clothing stock: £3,748

Anticipated spending and costs for 22/23 year – reduced membership fees but increased match fees due to proposed changes in membership which will be discussed further tonight

Revenue from kit will increase this year as the club will be stocking our own kit

Discussion:

SP – suggested that in future the financial report is sent out ahead of AGM to save time talking through it

General discussion among members – majority think that it should still be talked through at the AGM as useful for members to know about the financial position at the club

3) Academy report

The Academy has had a great season playing 33 games, mostly in friendly tournaments known as “Festivals”. We intentionally don’t record results in friendly matches, but I reckon that conservatively they must have won over half their games. There are currently 47 children in the primary and secondary Academies.

At their end of season Avon tournaments in March, our U10s won the Plate competition and the U12s were runners-up in their Plate competition.

These tournaments run for the whole day. In the morning, teams are put into groups of 4. Both our teams were drawn in very tough groups and won 1, drew 1 and lost 1 match and went into the Plate in the afternoon. There the U10s won their 3 games to win the Plate, and the U12s won their quarter and semi-final games but then lost in the Final 1-0.

This is the first time that the Academy has won a trophy. When we started entering teams into tournaments 3 years ago, I think we lost practically every single match for two or three tournaments in a row, so the improvement is obvious – it's great that all the hard work is now paying off with such good results throughout this season.

We also had U14 teams for the first time in a few years – and I think I'm right in saying that it's the first time ever that we've had a U14 boys team. At the end of March, we played a block fixture with City of Bath with us playing U10, U12 and U14 boys, girls and mixed games all on one day. It was a really good way to finish off what has been such a great season.

Next year, we're hoping to have the same teams as this year, plus a second U12 team.

I just want to finish by thanking our growing team of Academy helpers. ARJ has continued to coach the Academy. I've got several parents helping me to run the teams: Cath Burston ran the U10 team and Ollie Christian ran the U12 team. Next year, Cath and Ollie will run the two U12 teams, Matt Smith has agreed to run the U10 team and Lisa Hurford to run the U14 boys team. Also my thanks to Katherine, Paul and Jess who've helped with umpiring.

4) Captains' reports

i. Ladies 1s – Sally Palmer

WE WON!!!!!!

As league champions, here's what we achieved (THE STATS):

- 18 games
- 15 wins
- 2 draws
- 1 loss

A total of 77 goals were scored – with a fierce fight to be the top goal scorer and it remained close to the end (sort-of).

We conceded 20 goals, which is a real achievement and a great accolade given that for 7 games (40% of total matches) we were without a 'goalie' and we have to acknowledge and owe huge gratitude and thanks to our stand-in, un-trained goalies: Jessy, Jem & Erin (OK, so Erin is a goalie, but she had never played 1st team before and had no idea what she was letting herself in for).

Upon realising that we might actually win or rather we stood a chance of going for promotion we decided as a team that having a 'goalie' would be more beneficial and a greater deterrent than an open goal, which just re-emphasises the importance our goalie volunteers played in helping us achieve our shared league win.

Thanks goes to:

A massive thanks goes to Danny for coming to nearly every game (well all but 1), giving us his positive and constructive feedback and encouragement – I feel Danny became more nervous and anxious than the players on the pitch!

We also have to thank the umpires – as an umpire I really appreciate people giving up the tea's and time to umpire for us.

And of course a massive thanks to the committee for making hockey happen for us – and a shout out to Jess for her hard work and numerous roles she's carried out this year to make sure hockey happened.

I'd also like to thank the teams we were played – we actually played some really nice teams who were good natured, played hard and made us work to achieve the league win, not one of us could say it was easy.

I'd also like to thank the 24 different players who have played for the 1st team this season – you've all helped us win and you're all winners – thank you – there are so many players who are capable of playing 1st team ladies. I'd also like to especially recognise Karen for her goal – the only goal Karen has ever scored for the club in her many years!!! Of playing for Keynsham.

ii. Men's 1s - James Evans

This season between Jon and I we set our stool out early, with a plan for promotion which we decided was very achievable. With an influx of new players the season started well and when all of our players were fit we were no doubt the strongest team in the league. Keeping people fit and managing injuries was our greatest hurdle. We are grateful that everyone played above and beyond what we would normally ask, from Tim playing in goal while injured to players like Tom, Adam and others trying to rush back to help with our plan. We were also really reliant on the support from some of our 2's players and I thank Ollie and Andy for supporting us by allowing players to help us. I still blame Tim for playing 'We are the champions' after we beat Clifton Robinsons that cursed our season.

This season our results were Played 20 games - won 16, drew 3 and lost 1. We scored 98 goals and conceded 25, leaving us 2nd in Concorde Division 1 to Clifton Robinsons who we both drew with and beat.

Thanks to Jon for his support and admin skills this season and all of our umpires that have helped this season.

iii. Ladies 2s - Mandy Haskins

I'd like to thank Jess and the Committee for all the hard work they have put into this season.

I'd also like to thank Flora Mackie for her time as 2's Vice Captain. She has been a real help and support to not only me as Captain, but the team in general. Her help pre and during matches has been invaluable, and a huge support to the team. A huge Thank you Flora.

I'd also like to thank all players who have changed their plans on a Saturday, especially when we had to make lots of last-minute changes (due to Covid rules) when players were no longer able to play. Special thanks go to all who have stepped up or down, to ensure that the ladies' section can put out extremely competitive teams each week.

As a club we have great strength and depth in the ladies' squad, which gives us Captains really challenging decisions to make at Selection. However, this also means that as a Club we are in a really positive place for the future. Again, I would like to thank the flexibility

of players who have, and will be moving between the teams. Each team needs the right mix of skill, experience and youth and getting that balance right can be challenging at times.

The 2s fought hard in our league this year, and we improved as a squad as the season progressed. Attendance at training helps with this improvement, and thanks to all that attend as many sessions as they can, as by training as a team, we really are able to hone and improve our hockey.

Unfortunately, we were beat into the drop zone by 1 point this season, which went down to the last few matches. We ended the season with top of the table clashes, and our closest rival did not. However, I have great confidence that the 2s will be back playing at this higher level (hopefully at the end of the next Winter season). If we can take advantage of the upcoming Summer league, and future training sessions, drilling down on where we need improvement, this is a realistic target for the 2s to aim for.

I have real confidence in KHC squad of ladies, and am really excited about the future of hockey next season. Here's to Summer league to try out new strategies and work on those on pitch partnerships, and being back out on pitch playing hockey again.

iv. Men's 2s - Olly Rodway

This past season has been a bit of a tale of two halves for the 2s. But first, I'd like to take a moment to welcome the members of our team who joined the club this year; Jamie, JP, and James. And also welcome our Academy graduates; Will, Mark, and Matt. Our team has grown by a considerable margin and each of you have made an outstanding positive impact in your own ways. I think the rest of the team would agree with me when I say that you have each been real assets, and I hope you have enjoyed playing with us as much as we have enjoyed it with you.

As I said, a season of two halves in the form of a slow start and a finish for the books.

Through the combination of an influx of new players and an element of greasing off the joints after the summer, it was going to take a couple of games for the team to really gel. We had a lot to figure out about one another first and foremost.

We needed our first win to come quickly after an opening of a couple of losses in order to cement the fact that we were improving as a team game by game. This did not take long as our first win was a massive 7 – 1 victory not a week later.

We continued to move players around the field, trialling different positions and experimenting with different formations. Playing the infuriating game of league table snakes and ladders. However, soon we found a recipe that was yielding some deserving results, and by the time the mid-point of the season was upon us, we were confident that we were going to bring a different game to our opposition. Much to their dismay it would seem.

So, in contrast, the second half of the season was all ladders. What we had been working towards had clicked and we found ourselves reaping the rewards in the form of a much earned 5-game undefeated streak.

To look at a handful of stats: The 2s season prospered 48 goals by 11 different players... 128 man of the match votes... 9 victors... and only one card awarded.

So, after climbing from the bottom of the table, with a total of 5 wins and 3 draws, we finished 5th in our league!

It's been a pleasure captaining our squad this past year, and it's been a joy to watch the growth in talent in individuals, and our growth as a unit. Whether we have had a joyous, or challenging time on the pitch, we have always been the best team at teas, and I'd like to thank every one of you for that.

Finally, I'd like to thank our sponsors for making it possible for us... our committee and its secretaries for organising everything for us... and our umpires for putting up with us.

v. Ladies 3s - Rose Side

The 3rd team played each of the teams 3 times, to say that the league was a little unbalanced would be an understatement, with the top 2 teams being very strong opposition, UWE scored 134 goals and Thornbury 174, fingers crossed they both get promotion.

Our results at the beginning of the season were a little disappointing, so the challenge was to try and improve on our results and make some improvements, which we managed to do, when we played OB's we had varying results, a 4-0 loss, a 0-0 draw then a 2-0 loss. Against Jaspers we lost 6-0 then a 2-2 draw. Since the end of February the results were not what we hoped for, however the last game of the season was a rearranged game against UWE, we hoped they may have gone away for the Easter Break but they arrived with a squad of 16 and what seemed like a coach party of supporters. The result was a 5-0 loss but with the goal difference we managed to finish 6th in the league.

I would like to thank the team for their commitment and support to make it a pleasure for Debbie and I.

It has been very helpful to be able to use players from the other teams, so no more going out with low numbers.

Thank you to everyone, who played for us, especially the 3rd team players who agreed to go in goal and for all the other players who went in goal for us, without this commitment and help the results would have been very different.

It has been wonderful to see people returning to hockey after some time away and to see younger players improving and making their mark within the club.

I just want to say a special thank you to Debbie, who dealt with all the technical side of things, it seemed effortless but I'm sure it wasn't.

Thank you to the umpires for giving up their time so we get to play.

To the Committee for all your hard work to make the season a success.

And the last thank you goes to Jess, the amount of work you've put into making the club a success is amazing.

vi. Mixed - Tom Holloway

It has been a difficult season and there has been a struggle to arrange games.

We entered a mixed team in the summer league at Thornbury which was great fun and we hope to enter a team again this year.

Our mixed team have played 9 games this year – we won 5 and lost 4

Special thank you to Jem, Chris and Moira for being the backbone of the team, Mikey for his goal scoring and a big thank you to all who played for the mixed team.

4 Election of officers

CHAIR	Jessica Murray 2 nd Katherine Sears	SUMMER LEAGUE COORDINATOR	TBC
SECRETARY	Jessica Holloway 2 nd Rose Side and James Evans	KIT MANAGER	Renee Smith Gorringe 2 nd Debbie Boulton
TREASURER	Richard May 2 nd Katherine Sears	MALE SAFEGUARDING OFFICER	Victor McKay 2 nd Tom Holloway
MEMBERSHIP SECRETARY	Charlotte Foley 2 nd James Evans	FEMALE SAFEGUARDING OFFICER	Lissa Britton 2 nd Jess Holloway
FIXTURES SECRETARY	Amanda Haskins 2 nd Flora Mackie	ACADEMY ASSISTANTS	James Cullen 2 nd James Evans Jemima Murray 2 nd Jess Holloway Sally Palmer 2 nd Jess Holloway
UMPIRE SECRETARY	Katherine Sears 2 nd Tim Sears		
MEN'S CHAIR OF SELECTION	Matt Woods 2 nd Victor McKay	LADIES 1ST CAPTAIN	Sally Palmer 2 nd Livi Mansfield
WOMENS CHAIR OF SELECTION	Katherine Sears 2 nd Tim Sears	LADIES 1ST VICE CAPTAIN	Meg Howard 2 nd Louisa Pillinger
ACADEMY MANAGER	Richard May 2 nd Katherine Sears	LADIES 2ND CAPTAIN	Flora Mackie 2 nd Lucy Fox

EVENTS COORDINATOR	Georgia Hall, Jemima Murray and Mikey Pennington 2 nd Tom Holloway	LADIES 2nd VICE CAPTAIN	Lucy Fox and Heidi Dale 2 nd Flora Mackie
MENS 1st CAPTAIN	Jon Day 2 nd James Evans	LADIES 3rd CAPTAIN	Rose Side 2 nd Dionne Dickens
MENS 1st VICE- CAPTAIN	Adam Stone 2 nd Matt Woods	LADIES 3rd VICE CAPTAIN	Debbie Boulton 2 nd Renee Smith Gorringer
MENS 2nd CAPTAIN	Oliver Rodway 2 nd Andy Rhys Jones	MIXED CAPTAIN	Tom Holloway 2 nd James Evans
MENS 2nd VICE CAPTAIN	Elliot Raine 2 nd Adam Stone	MIXED VICE CAPTAIN	Jessica Holloway 2 nd Jess Murray

5 Proposals

1) Membership fee restructure

- Proposed by KHC Committee

Over the past 6 years the club has been purposefully run at a loss, but we can no longer afford to offer memberships at the current rates. The KHC committee would like to propose a new fee structure to allow more options for members and to ensure ongoing financial stability of the club. The committee propose a replacement of an annual subscription fee to an annual membership fee and match fee structure:

Category	Annual subscription	Match fee
Adults (over 18)	£120	£9
Students (those in full time non-funded education)	£90	£6
Under 18 Senior hockey	£60	£3
Academy (U18)	£75	N/A
Occasional	£40 (can only be purchased once per season)	£12 (maximum of 4 games)

Proposal discussed further in detail by JM including background to the club history about subs and comparison with fees at 4 local clubs.

Questions answered by JM:

- Mixed games – no match fees
- If play more than 1 game a weekend – will only pay 1 match fee
- For those experiencing financial hardship – will be a case-by-case basis and may be offered discounted membership fees

Vote for – 43 (37 present + 6 advance/proxy votes)

Vote against - 0

Abstained - 0

2) I would like the ages of student membership be removed so that student membership be available to everyone that is a student regardless of age

- Proposed by Lou Bale, seconded by Cara Williams

Discussion around what qualifies a person for the student category.

Clarified that students who are paid to attend a course and receive a salary would not qualify. This category is intended for people who are financially worse off due to being a student.

Committee would consider individuals on a case-by-case basis.

Defined the proposal to further consider individuals on a case-by-case basis.

Vote for – 41 (37 present + 4 proxy/advance votes)

Vote against – 0

Abstained – 0

3) Ladies' 1st team training to move times to the same slot as the Men

- Proposed by Danny Voisey, seconded by Sally Palmer

As a result of the ladies 1's gaining promotion I think they need dedicated training as a squad to ensure they are best set up to remain in the league they are now in. It will be great for the club to have a regular presence in that league and it's where the squad belong. This will also allow the 2's and 3's to train together or split when required to

work on team specific progression. I think this will set the club up for future success and provide a good progression path for players aiming to regularly play in the 1st team. It will also allow the right coaching and focus on the 2's and 3's to aid their progression too.

DV further clarified that this proposal is not just for the ladies 1s, and that actually the 2s and 3s would benefit from this.

Committee have discussed this in depth, and would like to add that if we are trying to progress as a club we need to change things. We have a team who have been promoted and we also want to progress the rest of the club.

Discussion:

Question asked about fringe players (players who play for 1s and 2s) – if a player who normally plays for the 2s was selected for the 1s for a particular week, would be invited to train with the 1s for that week and can play

OR – does this proposal mean men wouldn't get a full pitch to train on during the season?

JM - yes but neither would the ladies 1s. The men don't have enough attendance at training to justify having a full pitch

VM – If the club is trying to grow and gain more mens players, could this be a detriment if new players come and see that the men don't have a full pitch to train on?

JM – solution may be to review as we move through the season and can adjust if needed

MW – does not agree that training on half a pitch would be detrimental to the club, and thinks that we should be utilising the half a pitch during men's training whether that means the ladies 1s use the pitch or otherwise

TS – Queried whether enough ladies 2s and 3s players attend to justify them having a full pitch in the second training slot

JM – yes, there are enough but if there were limited numbers at a session then 1s players could stay on to make up numbers for that training and also help train new

members. The goal of this proposal is to push the club forward and if it doesn't work then we can review as we go through

KT – the 3 ladies teams have always had to share a pitch and rarely get dedicated team training due to limited pitch availability, yet the men get a full pitch and don't have enough numbers attending to split into teams

AH – ARJ and DV struggle to split the teams up in teams as there are too many women who attend to be able to do this. So splitting the teams up for training would allow this and will help the club grow

JD – supportive of this proposal, asked about coaching for the mens 1 and who will take this?

JM – Scott Pillinger will continue to train the men's 1s and DV will train ladies 1s, ARJ and DV will train the 2s and 3s

EF – will the extra 30 mins be gone?

JM – yes

EF – the mixed ability training is really useful for players in the 2s and 3s who are looking to improve and playing with higher ability players encouraged her to play better

JM – discussion at committee meeting was that we could run a mixed ability training every 4-6 weeks

FM – concerned that there may not be enough 2s players who attend training to allow for individual team training

JM – the goal is to create dedicated squads this season to try and promote squad turnout for the 2s but if it doesn't appear to be working then can change it during the season

SP – Could consider combining ladies 1s and 2s training?

LF – 2s attendance is awful at training and this is detrimental to their progression

JE – during the first half of the season there is good attendance for both men and women, usually dips during the second half of the season, suggesting if there are too

many players to be on the pitch at once then groups of players go off pitch to work on fitness. Does not think limiting the first men's team to half a pitch will be enough. Makes the point that the ladies 1s got promoted with the training they currently have but the men missed out on promotion and thinks they deserve the time and space to push them toward promotion this season

RS – there are so many fringe players that should attend the 1s training and this proposal will be complicated with different time slots. Also does not think it is safe when there are men hitting balls really fast and hard to contain them within half a pitch

ER – agrees ladies need more training but think it's a detriment to the men's training, is there any scope to increase training sessions, for example on different days?

JM – this would increase costs of pitch hire

LB – can the ladies 1s train with the mens 1?

JM – the proposal is for the ladies 1s to have dedicated team training

SP – how much time do we have on a Wednesday?

JM – 2.5 hour booked full pitch

SP – does not think all the ladies will attend training if training with the men due to feeling intimidated

Jemima – Ladies got promoted with the training they have at the moment and only train as a squad once a month – suggests that instead the 1s get dedicated every 30 mins training every week?

JE – training should be considered as training and not the same as a match against each other, should consider the gap between the top 1s men's players and bottom 2s players and that the ladies 1s could fit into this. Could be an opportunity to learn from each other – suggests the men and women can train together if carefully managed

MW – disagrees with JE – thinks playing with men is intimidating for women as the men have more pace, weight and strength. Does not think it is safe for the men and women to train together

JM – the mens and ladies 1s don't always have to train separate, can train together or separately. The club needs to push for progress for the ladies 1s if they want to maintain their promotion

AW – would be happy to train with the men, thinks the discussion is going around in cycle and would up the ladies game. Thinks we should try it and see if it works on half a pitch

KS – discussed about numbers of 1s staying on for the second slot if the numbers are low but would have to have the 1s in the first slot. Could also then become unfair if ladies 1s receive more training than the other teams

KT – asked whether there is a preference for training times?

LF – suggests whether we could send the question about training times again to the whole club

JM – does not think that there is a solution to be found this evening, so suggests that we take the comments back to the next committee meeting to discuss and try to find a happy medium and then make a new proposal to the club. No decisions will be made without consultation of the club

Club agreed.

HD – need to ensure there is enough of a majority to make a decision

Decision made not to vote and for committee to discuss at next committee meeting.

Will send out player questionnaire on this again

VOTE NOT TAKEN ON THIS PROPOSAL

6 Any other business

- 1) **Rose Side** - having coach support at matches would be really beneficial – could the club consider asking coaches to attend games a minimum once a month to give support and as part of the coaching strategy ?

Discussion:

JE – him and TS help out at matches and think this should fall to them as DV said he wanted to dedicate his time to the ladies 1s

DV – supports Rose and accepts he focused on ladies 1s to help them get promoted but will take this on board and will try to attend matches for the other ladies teams

RS - wants to remind the club we have another coach

TH – the men could also benefit from the coach attending games

JM – difficulty as our coaches are players themselves and the club would have to pay them to attend games

MW – thinks that this doesn't have to be only coaches who can give feedback. Feels there is a low obligation of higher team players to look after the lower teams by attending games and giving feedback. Thinks that players from the higher teams should offer advice to the lower teams and this this should be encouraged among the club

KS – agrees with what MW said and that also if we want JE and TS to watch the ladies then we need more umpires to free them up so they can do this – puts out a call for umpires

JE – wants to encourage players to offer to umpire to help free up other players. Mixed team rarely has an umpire so is a good opportunity to develop their confidence with umpiring

JM – echos sentiments that we need more umpires

LB – echos need for moral sense, for example as the committee do not get paid, and there should be more effort made by players to support other teams

TS – disagree as the committee is a voluntary position and coaching is paid so does not think that the coaches should have to give up their free time to coach

LB – did not mean that coaches should come and coach for free, her message was directed towards higher team players to come down and give support and advice

TS – thinks that if one or two people turned up to every game it would be a big help

JE – clarified that him and Tim do not get paid but give up their time freely to help out during training and watch games

TS – would like to encourage more people to do that

RS – did not realise that asking a coach to come to a match would need to be paid and would be happy to pay for coaches to attend games on a Saturday

JM – we would need to find non-playing coaches or find a coach who would be happy to give up their matches to come and watch. Thinks that the club needs to promote support of higher level players to lower level players where possible

KT – could we consider a mentoring type/buddy scheme for higher team players to buddy up with player of the same position in a lower team to share tips/provide some advice on the position?

MW – the point he wants to make is that there should be a social obligation for higher level team players to support other teams and umpire and that this is low at KHC compared to other clubs he has been part of. Currently there is a higher obligation to attend teas than to support other players/teams

SP – thinks that this is limited due to timings of games

KS – is there a possibility to extend the time between games to give people time to attend teas and then return for the next game?

JM – does not think that it is possible to extend the time between games

MW – thinks that the club needs to consider introducing rules about social obligations supporting other teams

LB – thinks that the 1st team members need to be the role models for the club and set an example

MW – thinks all players need to do something each week to give back to the club

FM – feels it comes down to whether its coaching or friendly advice – lots of times where the ladies 2s have gone out with 11 players and as everybody is playing it is hard to give advice and there have been times where the mens 2s are playing after the ladies 2s and are at the pitch waiting for their game but none have offered any advice/feedback

JE – thinks that there may be lack of confidence of some people to give feedback to other teams. Encourages there to be more communication between teams

JE – the only coaches who get paid to watch games are the actual coaches, but JE and TS attend games to give advice but can't always do this so need more people to offer to umpire to free them up or people to be more confident to give advice

DS – we all play hockey so maybe we need to look at who is at home each week and try and support each other each week

JM – not been a lot of comms this season about who is playing where

JE – does not think this is a committee role, and that captains should be doing this to call members to come and support them

KT – recommends captains communicate between them about games

JM summary of conversation: need more communication between teams, captains to promote giving advice and to ask players to attend other games to give advice/support

HD – who is in control of social media

JM – multiple people have access to the social media accounts

JE – do we need a social media officer?

JM – we have tried to recruit a social media officer before but no takers, to put it to captains to communicate between teams about other team games and supporting each other.

2. **Amanda Haskins** – goalie training – found the dedicated training with TE and JE really useful and would like to ask whether there could be an effort to run a dedicated goalie training at least once a month

JE – offered to host these sessions once a month for goalies

JM thanked everyone for attending and closed the meeting