



KHC 2021 AGM MINUTES

Meeting Date: 5th May 2021, 19:00

Location: Online meeting via Zoom

1 Introduction –

1. Present – Jessica Murray (Chair), Jessica Naylor (Secretary), Richard May (Treasurer) and Katherine Sears, Thomas Holloway, Renée Smith Gorringer, Arthur King, Ollie Rodway, Mikey Pennington, Louisa Pillinger, Debbie Boulton, Libby Dickens, James Cullen, Cara Williams, Lissa Britton, Julia and Andy Rhy-Jones, Meg Howard, Anna Coombes, Rose Side, Jon Day, Mandy Haskins, Amber Palmer, Chris Chubb, Sally Palmer, Heather Pillinger, Danny Voisey, Caitlin Buick, Charlotte Foley, Anna Wilkey, Flora Mackie, Becky Harris, Will Harris, Alicia Gamlin, Victor Mackay, Toby Weids, Matt Woods, Rhiannon Lampard, Heidi Dale, Olivia Dellow, James Evans, Moira Sage, Dionne Dickens
2. Apologies – Karen Tape, Jemima Murray, Lucy Fox, Debbie Weids, Andy Tymkow, Syd Arblaster, Anna Walby, Lucy Evans, James Stockall

2 Approval of minutes from 2020 AGM – approved by Mandy Haskins

3 Committee reports -

1. **Chair's report & player survey – Jessica Murray**

Player's Survey:

- JM discussed results of the members survey which were generally positive in regard to membership fee system, value for money, process of paying fees, positive feedback on coaching, positive response to the extra 30mins added to training (proposal from last AGM) however due to covid this has been difficult to implement for both training sessions and will be discussed going forward once we return to “normal” training times and less restrictions
- Mixed answers in response to question on training times – has been difficult to get a clear response for this so going forward it is fairest to swap the training session times
- Most members joined KHC as they were recommended the club by friends/family

- Majority of respondents felt selection process is fair, a few respondents were unhappy or felt they should be in a higher team. JM encouraged members who are unhappy with selection to raise this to captains
- Majority of players feel safe but some members responded they would be unsure who to talk to with a concern. JM reminded players our welfare officers are James Evans and Lissa Britton and are there to raise concerns to or talk to with any concerns on welfare
- Majority of members feel their opinions are listened to and the club is going in the right direction

Chair's report:

Thank you all for taking the time to attend the AGM tonight. It's lovely to see all of your faces. We've had a very different - but still successful year at Keynsham Hockey Club. I'm sure you're all as sick of the word as I am but that's mainly been due to COVID.

Following the last AGM, we spent a few months in lockdown. For many of us this is the first year in a long time we haven't had a summer league to keep us busy in the evenings. We still managed to stay connected as a club with a zoom socials, Facebook challenges and some great fitness sessions that were ran daily by Katherine and Tim. Thank you again team Sears for keeping us active and together throughout the summer months and through into the season.

Whilst we spent time off of the pitch, the builders spent a lot of time on our home pitch and I hope you are just as pleased as I am with the results. Thank you also to Tim, Bk and James for giving up your free time and your hard work in building our new shed to go alongside the new pitch.

With the rules relaxed slightly in early July we were quick to get back to some sort of training. We went old school and enjoyed some pre-season grass training. These sessions were great fun and we had such a great turn out. Thank you to the volunteers who helped to run these sessions and to all that came along.

Over the summer the boys also represented the club in KHC vs KCC T20 which was probably one of the only social evenings we enjoyed together over the last year.

Despite the interruptions we have still managed to fit in quite a lot of hockey this season. We have continued to gain members in the Men's, Ladies and in the academy. This is something I will continue to push for as we go into the next season.

As September came, we were able to start the season on our fab new pitch with everyone keen to get back to it. The league started and all the teams were performing well. Our academy numbers were also thriving and growing. Unfortunately, as the cases rose again, we were hit with another lockdown in November and another 4 weeks with no hockey. We managed to get some of you back on the pitch for a few weeks in December but only those who were lucky enough to live in a Tier 2 area. Thank you to all of you for your patience and understanding when the rules meant you couldn't attend or when matches were cancelled last minute due to availability or a change in rules.

After Christmas we were faced with another frustrating but necessary lockdown in January through to March. We saw a definite end to the leagues and probably the toughest few months locked at home. I'm sure we were all feeling the same and missing hockey a lot.

A big thank you to my secretary Jess Naylor who is not only super-efficient and amazing at keeping me organised but also stepped up this season and took on the unknown role of COVID officer. Thank you for keeping us up to date with the information, sending endless registers in each week and keeping us all safe.

The countdown was on when England Hockey announced we could get back onto the pitch and March 31st we returned more ready to go than ever. The last few weeks have been amazing. Thank you all for being so keen and supportive and ready to go. We have managed to get an extra 5 weeks of training and matches in and it's been so so lovely to see everyone again and have a good run around. It's not hockey quite as we know it and I know the limitations on spectators and socials afterwards have been difficult. Thank you for your co-operation and listening to me harp on about the endless rules and face masks. It really does mean a lot that you have been so supportive and helpful when trying to get things back up and running.

I want to take this time to give the biggest thank you to our fixture's secretary Becky for probably one of the most difficult seasons she has ever had. You have done an absolutely amazing job working to make sure we could always try to get matches on within the limitations. I know it was endless having to cancel and re-book the pitches each week and trying to work out who we could play and when. Often rules and restrictions would change last minute but you have never stopped trying to get us as many matches as we can. You are an asset to the club, and we are going to miss you so much next year. On behalf of Keynsham Hockey Club, I want to thank you and wish you luck with your soon to be family of 3. Another KHC baby to add to the family!

A big welcome to all of our new members. I hope you have enjoyed your first (slightly unusual) season of hockey with us. The ladies again have had to rest people some weeks due to the large

numbers and interest. It really is a great thing for the club to have so many members and to be continually expanding and I hope to be able to build a 4th team in the near future. I also hope to do a recruitment drive for the men's section to help fill the teams up and ensure good numbers each week.

On that note I would like to say a huge thank you to our captains, vice captains and chair's of selection. We know it can be very difficult and time-consuming organising and leading the teams each week even until the morning of the match even more so this season

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

As I mentioned earlier our academy sessions continue to thrive and grow in numbers. Thank you to Rich for running the academy section and the extra hours you put into this. We also managed to finish off our Hockey Heroes sessions in the Autumn. For those of you who aren't aware hockey heroes is an 8-week scheme for 5-8 year olds to get them into hockey. Thank you to Katherine for running these sessions on your Sunday mornings each week. We have gained academy members through running the scheme which is a key part to the future of our club. Let's hope next season we can get our juniors back to their tournaments and matches.

Of course, all of the above would not be possible without our lovely coaches Andy and Danny. When we have been able to train the sessions have been great. It's been a tough season for you trying to organise drills in smaller groups, but the feedback certainly reflects the hard work you have put in. Thank you also to Tim and James who have helped each week to ensure the ladies can train in safe numbers and support our coaches.

We've had some great new links for the club this season and now own our very own KHC undies and towels. The club teamed up with OddBalls Foundation to purchase these in aid of testicular and breast cancer charities. We are also now sponsored by Omega Hockey which again is a great gain for the club and will benefit us in many ways. Thank you to James for organising this sponsorship. Alongside that we thankfully received a very helpful grant from Sport England to help with the costs of getting back to hockey during the pandemic

This really has been a season like no other. A key word that always pops up from all of our members at Keynsham Hockey Club is family. Our time off of the pitch is as valuable as that on the pitch and is something we have all missed so much this season. Hockey for a lot of people is something which helps us with our day to day lives and improves our mental health and wellbeing. It's especially

helped us this year in the transition back to some sort of normal – whatever that is going to look like in the coming months. It's been a tough season but I'm so proud of you all and grateful that I have had the KHC Family there for me during an extremely difficult year. You guys are what makes the club a family, and I continually feel honoured to know you all and be chair of such an amazing bunch of people.

We've started to get back to the sport and socials will be soon to follow. I can't wait to get back to being able to have a catch up and a laugh at teas. And I certainly can't wait for a night out with you all – although I feel we may need to pre-warn the population of Keynsham as it could be a messy one.

Thank you so much to the committee for your support and hard work again this season. Despite the lack of normality, we have had just as much, if not even more in some ways to sort behind the scenes. You guys have given up so much time to ensure the club stays running and to make sure we could get back to it as quickly as possible. A special mention to Charlotte and Rich who in the past few weeks have been working tirelessly to work out a fair membership fee for the season just gone and going forwards. I have thanked most of you already but again a big thank you to Becky, Tim, Jess, Rich, Katherine, Charlotte, James, Lissa, Mandy, Jemima and Andy.

Despite the restrictions over the past year, I have still managed to find some great memories and plenty of photos to represent what we have achieved. I have made another video to remind you that you are all amazing and even through 3 lockdowns and a mega crazy year the KHC family have stayed together and supported each other. We've got so much to look forward to in the coming season. Keep being awesome and thank you again for everything.

2. Treasurer's report – Richard May

- RM presented the years accounts and proposed budget for 21/22

KHC Accounts 2020/2021



Balance (April 2020):	£6,050
Expenditure:	£17,923
Revenue:	£20,350
Profit:	£2,427*
Balance (now):	£8,477

* Includes money which needs to be refunded to members in 2021/22

RM presented a proposed budget for 21/21, compared against expenditure from 19/20
(due to 20/21 not being a comparable year due to covid)

Proposed Expenditure 2021/22



Coaching	£6,500	was £5,713 in 2019/20
Matches/Training	£20,000	£20,125
Fees	£4,250	£3,986
Equipment / First Aid	£500	£5,605
Events	£1,800	£1,750
Marketing	£250	£250
Professional Development	£200	£0
Miscellaneous	£200	£633
Subs Refund	£2,750	£0
TOTAL	£36,450	£38,064

- Expected revenue presented to members

Expected Revenue 2021/2022



Membership Fees:	£20,500
Summer League Entry Fees:	£5,400
Summer Match Fees:	£3,500
Events:	£1,800
Sponsorship / Grants:	£1,250
Clothing sales:	£1,500
TOTAL:	£33,950

Projected loss: £2,500

- Proposal for refunding fees for 20/21 and fees for 21/22 to be discussed during proposals

3. Ladies 1s report – Sally Palmer

The 2020/21 season was incredibly difficult – with COVID causing many problems to availability and arranging teams, travel etc. First, I wanted to say thank you to everyone for their help, dedication and flexibility to helping get us to some games – the committee, players and umpires have all had to change plans to accommodate us being able to play – THANK YOU. With regards to the 1st team's performance, well we played a grand total of seven games. Two of these were league games. Unfortunately, we lost 5 and drew 2 – so we didn't quite have the start we hoped for – onwards and upwards to the next season. As a result of this magnificent performance we came 8th in the league. This season (although it didn't happen) my aim was to build the first team to be a strong, passionate team that loved playing hockey which would encourage new players to the club and really help grow on already great reputation. Alongside this I wanted to give the younger players of KHC the confidence to fight to be in the first team – I really wanted to give some younger players the opportunity to play in the first team and demonstrate to the rest of the club that it is a priority for us. I will carry over this plan into the 2021/22 season.

4. Men's 1s report – James Evans

4 games played in the league; 24 goals scored. MoM – 8 votes overall to Andy Tymkow. Top goal scorer Tom Holloway. Thanks to Becky, Jess and Katherine for organising and umpiring the games when possible. Played to a higher standard this year and have new members who will give new depth – hopes to smash the league next season

5. Ladies 2s report – Mandy Haskins

I'd like to thank Jess and the Committee for all the hard work they have put into this season, to keep us playing hockey in line with the Pandemic rules, this has not been easy. Lots of additional hours have been undertaken, to ensure that KHC continued to play in line with Covid guidelines, and I would personally like to thank all involved in keeping our club playing as much hockey as we have. I'd also like to thank Lucy Fox 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 organisational skills pre and during matches has been invaluable. A huge Thank you Lucy. I'd also like to thank all players who have changed their plans on a Saturday, (echoing what Sally has said previously) especially when we had to make lots of last-minute changes (due to the Pandemic) 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. Thanks also go to our fantastic group of Umpires who enable every match to go ahead. A huge Thank You, and also to Katherine for organising this task. I'd also like to extend my thanks to Katherine and all the other Captains and Vices. Selection can be extremely tricky due to having too many lovely players, or not enough players for all 3 teams. I have really

appreciated the support and wisdom provided by this Group, in helping me make (as the 2's Captain) some difficult decisions this season. 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, I personally really relish these tasks as it 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 are moving between squads to enable us, to select the most competitive teams, while bringing on our younger players. Each team needs the right mix of experience and youth and getting that balance right can be challenging at times. I am really looking forward to Summer league, which is also a great chance to give valuable experience to our younger players, and again we have a really strong squad of ladies to select from. The 2s will be back in the same high league next winter season, and undoubtedly be facing challenging matches. It was difficult at times last winter, but as a team we were really making progress, and were playing some lovely passing hockey, and were building momentum. I have real confidence in our squad and am really excited about the future of hockey next season. My mantra is, we win as a team and we lose as a team. But I'm optimistic there will be far more wins this season!!

6. Men's 2s report – Ollie Rodway

Despite only playing a couple of league games this season it is clear that the twos have turned a corner, becoming an increasingly more competitive team with greater confidence in both attacking and defensive situations. We are however lucky, when in trying situations, to have a brick wall on the goal line. We have created a great chemistry as a team, playing to one another's strengths, helped immensely by some real characters and great hockey players. It has been an exciting thing to witness this year, I'm sure you would all agree. I'd like to welcome, once again, the players who have joined us and have not yet had the opportunity to experience the clubs social events, and not yet had the privilege of being berated at fines. Finally, I thank Jess, the committee, and all organisers for enabling as much hockey to be played as possible, and thank everyone for bearing with me as a new captain and look forward to our next season both on and off the pitch.

7. Ladies 3s report – not in attendance

8. Mixed report - Tom Holloway

Only 3 games played this season – 1 won, 2 lost. Player of season Jemima Murray. Summer league coming!

9. Academy report – Richard May

Restricted season with no matches and restrictions on training. Avg 25 players per season. No new players in year 3 which may be a problem if we are unable to recruit this age players. Membership drive plan for next season. Thanks for Andy and Danny for coaching.

4 Election of officers -

Due to the covid-19 disruption, 20/21 officers have the option to retain their committee position for 21/22, to give them the opportunity to fulfil the role during 21/22

CHAIR	Jessica Murray*
CLUB SECRETARY	Jessica Naylor*
TREASURER	Richard May*
MEMBERSHIP SECRETARY	Charlotte Foley*
FIXTURES SECRETARY	tbc
UMPIRE SECRETARY	Katherine Sears*
MEN'S CHAIR OF SELECTION	Andy Tymkow*
WOMEN'S CHAIR OF SELECTION	Katherine Sears*
ACADEMY COORDINATOR	Richard May*
ACADEMY ASSISTANT	tbc
EVENTS COORDINATOR	Mandy Haskins* and Jemima Murray*
SUMMER LEAGUE COORDINATOR	Katherine Sears*
KIT MANAGER	Renée Smith Gorringe <i>Seconded Debbie Boulton</i>
SAFEGUARDING OFFICERS	James Evans* and Lissa Britton*
HOCKEY HEROES' LEADER	James Cullens <i>Seconded James Evans</i>
HOCKEY HEROES' ASSISTANT	Arthur King <i>Seconded Sally Palmer</i>
LADIES 1st XI CAPTAIN	Sally Palmer*
LADIES 1st XI VICE-CAPTAIN	Lucy Evans*
LADIES 2nd XI CAPTAIN	Mandy Haskins*
LADIES 2nd XI VICE-CAPTAIN	Flora Mackie <i>Seconded Mandy Haskins</i>
LADIES 3rd XI CAPTAIN	tbc
LADIES 3rd XI VICE-CAPTAIN	tbc
MEN'S 1st XI CAPTAIN	James Evans*

MEN'S 1st XI VICE-CAPTAIN	Jon Day <i>Seconded James Evans</i>
MEN'S 2nd XI CAPTAIN	Oliver Rodway*
MEN'S 2nd XI VICE-CAPTAIN	Andy Rhys-Jones*
MIXED XI CAPTAIN	Tom Holloway*
MIXED XI VICE-CAPTAIN	Moira Sage*

**Retaining position for 21/22*

5 Proposals

1. 2020/2021 Membership Fees Refund

- Proposal by KHC committee
- To replace the fee structure agreed at AGM 20/21 to a structure proportionate to the number of games played this season

The pandemic has caused great disruption over the last year and therefore has had a significant impact on our finances and how our fee structure works.

The membership fee structure we proposed and passed last year works to encourage people to play as much hockey as possible at an affordable price. This choice has been taken out of your hands this season and people have not been able to play as much hockey. This means that, in the Committee's opinion, the structure we previously agreed for this season is not suitable. It either leaves people paying too much for the hockey they have played, or too little and us not being able to cover our costs as a club.

We have worked very hard to put on extra weeks of hockey to make up for what has been missed, however it is still not near what we normally play in a season. As a Committee we believe that the fees paid are not fair to the members or the club. Therefore – we propose that we completely scrap the fee structure for the 2020/21 season and work out on a match-by-match basis what people have played and charge an appropriate individual amount accordingly. This consists of a formula that is fair to members to ensure they have not paid too much but also supports the club so that we are not making too much of a loss and enables us to continue as a club and cover our costs.

The formula consists of a base cost (fees to cover your club membership, insurance, affiliation etc) and then a variable cost per match played. This will be explained in more detail by our treasurer.

Those who have paid full membership will get the difference discounted off of next year's fees.

Unfortunately, the only way we can make this work for both members and the club will mean that

those who have paid a casual fee of £65 and only played 4 or 5 matches may have to pay slightly more than the £65 they thought they would be paying. We have tried really hard to avoid this problem but haven't found a way to do that. However, we hope you understand this has been an extremely difficult year and this proposal means that each member pays a fair and equal amount depending on how many matches they have played.

We will be giving various examples of how this works to give you a better understanding at the AGM.

- RM (treasurer) discussed the proposal with the finances in further detail and gave examples of membership fees based on number of games played
- Sally Palmer raised the option of not refunding members and keeping the fees the same for next season – this was discussed in detail and due to the wide variety of the number of games people have played and the financial projection of the club membership fees still would need to be increased to ensure the club breaks even next season hence the need to replacing the fee structure for this season to ensure it's fair to all members
- A vote was taken using straw poll and there was a majority vote in favour of agreeing to the proposed changes. The motion was carried.
 - For – 39 –
 - 32 via straw poll
 - 7 - Votes by proxy/sent directly to JN
 - Against - 1
 - Abstain - 2

2. 2021/2022 Membership Fees

- Proposal by KHC Committee to increase fees to:
 - Adult £210 (increase £15)
 - Students (18-24) £140 (increase £10)
 - Casual £70 (increase £5)
 - Under 18s £70 (increase £5)
 - Under 18s (Academy) £65 (remains the same)
- RM explained the reason for the proposal to increase membership fees for 21/21 – in order to ensure enough funds in the bank account to secure the financial stability of the club, the club is expected to make a loss again but this needs to be planned
- JM explained that a few years ago the club had a lot of money in the bank, so it was agreed to give money back to members by keeping subs lower

- Now we need to ensure the club breaks even and remains financially stable and instead of subs jumping up massively in a year or so, is more sensible to increase the fees gradually
- Membership numbers are lower this year so the clubs financial planning is one of a cautious nature
- KHC has the lowest membership fees of many clubs in the area and we hope to stay this way but we have to ensure the club can afford to run
- A vote was taken using straw poll, there was a majority vote in favour of agreeing to the proposed changes. The motion was carried.
 - For – 35 -
 - 29 - Via straw poll
 - 6 - Votes by proxy/sent directly to JN
 - Against - 2
 - Abstain - 2

6 Any other business

1. Umpiring course –

- **Plan from last AGM was planning to do an umpire course, covid impacted this but there are online courses coming up - 15th May 10am, 19th May 7:30pm, 24th May 7:30pm, cost £30 to sign up but will be reimbursed**

2. Social events –

- 9th July from 6pm at KKC BBQ and catchup social
- Memorial tournament in September Sunday 5th
- Proposed dates for presentation eve next year
 - Saturdays in May between two bank holidays – 14th or 21st May 2022
 - Awaiting on response and will update players when dates are booked in

3. Proposed changes to league structure -

- To simplify affiliation/league rules nationwide restructure of league hockey is taking place led by EH, from next season leagues will be ran by the same organisation
- Around 18 months ago as a club we voted yes to the proposed changes by EH, so members should expect to see changes to the way the league runs, shouldn't impact players but may be different platforms to record results/names of league contacts

4. Sponsors for the club –

- Looking for new sponsors and in discussion with a few potential sponsors
- LC Active will be sponsoring us from next year

- If any members know of any companies who may be interested in sponsoring us then to please pass on the details to JM

JM thanked all for attending and closed the meeting.