

Bisha EGM Meeting Minutes

Date: Saturday 7th December 2019

Venue: Bordon Roller Rink

Start time: 13.00

End time: 16.00

In attendance;

Dee Dalton (DD) – President

Simon Price (SP) – Vice President

Steve Dickinson (SD) – Borehamwood Crusaders

Nigel Dickinson (ND) – Borehamwood Crusaders

Jan Dickinson (JD) – Borehamwood Crusaders

Jenna Dickinson (Jenna) – Borehamwood Crusaders

Paul Hutchinson (PH) – London Knightz

Farqs McAllen (FM) – Medway

Mike Paton (MP) Oxford

Keely Wesley (KW) – London Knightz

Scott Davies (Scott) – London Knightz

Vanessa James (VJ) – London Knightz

Pete Winn (PW) – AHDUK

Dave Edmondson (DE)

Emmett Casey (EC) - Oxford

Will Osborne (WO) – Official

Welcome -

DD – welcomes everyone to the meeting.

DD - hands out a copy of the Bisha bank account expenditures to each person.

DD - explains the Egm has been called to discuss the proposal from Steve previously discussed at the AGM.

DD - explains that the proposal has not been out for 6 weeks to other teams so a vote cannot be taken on this.

JD – asks for clarification that we cant change anything today as we haven't had enough time for the proposal

DD- confirms this is correct

MP – explains that we can decide on an agreement just cant be finalised as yet

Mike Paton – Presentation;

Challenges facing the sport –

MP – explains that there are lots of hurdles/struggles and how we overcome these and that we need to get a structure in place.

No one has any questions-

Challenges facing the sport;

- No clear vision – need a vision and plan otherwise Bisha will fall
- We compete against rather than compliment ice/puck
- Members and the ability to invest are decreasing
- Clubs are not involved or helping out enough
- Not enough people willing – need business people who know what they are doing
- Organisation is constrained

Outcome – disconnection and fights between clubs and association

There isn't an effective communication structure, some people are not clear who is even in the room or who is part of which club.

JD – explains that for a long time we have used the mem and arts to say why we cant do things when they are actually there to help us grow the sport and not something to hide behind

MP – we need to figure out what is our plan and how we can prepare in a different way without worrying about the legals, this is a legal vote so who isn't here doesn't get the vote and the people here have the deciding vote.

Context – hockey is struggling and is declining, it has been agreed by Bisha at the agm with support of clubs will embark on a transformation programme.

7 principles are agreed at the agm already –

SD – explains some points that are agreed, have been discussed already so should be in place.

MP- need some decisions finalised today in order to move forward.

DE – if the points were made in July, they can be voted on

DD - 6 week timeframe is for specific proposals

DE – can we book it in diary now to make sure what have a deadline of 6 weeks.

SP – 2/3 changes were proposed and needed 6 weeks notice

DE – if we agree to decide on something does this need to be in agreed in 6 weeks time again, we need a date booked again.

JD- we agree in principal what we want today and then send to members for a final agreement, no time to keep booking meetings

DE – this is what we need get away from is the arguing

DD- working group still working on the document in October so haven't had time

MP – we focus on what is going wrong and we need to decide a plan today together.

Today we need to decide how to move forward or it wont happen and we don't need a legal battle. We will get paperwork done after we just need a decision.

MP - We provide a list of things we decide today and then in 6 weeks time its decided.

FM – clubs can also vote from the minutes and can see where the votes have gone. Some clubs will agree others wont, we should have our vote here but legally if we have to we should book a date

Group discussion on the decision -

- With previous communication – some discussion of proposals, its been made clear who was here in the meeting and what clubs are here to agree.
- DD wants to make sure we are legal
- FM- we cant get legalities stop us from making a decision and then we do paperwork after
- VJ – clubs that aren't here need to put in a formal opinion and are told what is agreed and if by a date no confirmation we will go ahead with the changes regardless then the don't get a choice on the vote.
- VJ – give them a 6 week date to state whether they agree or not
- FM – 3 weeks time when they were publicised
- MP – whatever we do we need to get on with stuff and Bisha so that thigs can be set out.
- VJ- if a date is set other clubs cant moan they haven't had a say.
- SD – we can use this to help make a decision
- DE – 18th January?
- MP – we put out decision and if they haven't replied in 6 weeks its done, otherwise it goes ahead. All responses by the 18th.
- VJ – we can put a date in in case we need it even we don't use it.
- ND – happy for the above – not the first organisation
- PW – heavily involved with ice, legals are important, but there isn t enough money coming in, we need to make a decision now but if there isn't kids coming then legals are not worth it.
- MP- so legals will be sorted, as a group are we in agreement things will be discussed like this.

Group all agree.

Where have we got to -

- Agreement on governance approach
- Happy with principal of the structure
- Bisha mamagement – some questions on this
- We need a strategy to help Bisha on how things are run
- Redraft of mem and arts- legal bit which follows the other points
- Recruitment of others – make it more widely open
- People need to take roles.

Steve Dickinson

- Working group organisation proposal

Driven by outcome of AGM – 7 principals we want to implement.

Steve is showing a screen that explains the existing board structure and explaining what can be improved and why it needs to be expanded.

MP – we feel the challenge for dee and Simon is we don't have all roles filled. There is only president and vice president remaining on the board.

Scott- at AGM we discussed it and there wasn't a big appetite for people to come on the board

MP – the working group party is presenting how it needs to look

SD – objectives- strengthen and enable a clear direction, improve governance, the board needs to reflect what stakeholders want.

3 tiers –

1 – oversight and guidance – main function

2 – business management – financial director etc.be on board

3 – sports management -the day to day running, refs, timekeepers

Will be a link between all points.

Role of CEO – brings all these elements together but also be on the board.

The board should be as follows -

Chair – to provide a neutral balance and ensure issues are addressed in correct way

Vice – provide the chair support

Secretary -

CEO – be on the board but an operational role – point of contact for all clubs

Financial director –

Technical director – aligned with rules and regs – not a board position, only to attend relevant board discussion/meetings

Sport management

Safe guarding – not a board position, only to attend relevant board discussion/meetings.

Stakeholder committee – formation of the clubs and one representative of each club on here - not a board position, only to attend relevant board discussion/meetings

Sports management – under TD, safe guard – will report to CEO

Need stakeholders to be involved – need people to chip in and help.

Meetings should be as follows:

Board should meet quarterly,

Weekly management meetings

Monthly meetings

Quarterly directors meeting

Annual AGM.

MP – Lets go round the room and get peoples thoughts on the above-

Scott – it's a positive change – need more people but in right places to make a difference. We have tried to add people to assist before and people need to ignore personal opinions on others and choose based on what is right for the sport.

Will – sit has to be run the same as businesses, who reports to who chain, need to have reporting lines.

Paul – the difficult part is not having the same people do the same things/roles

How you going to market it to new people?

Farqs – it's a good idea and we need to look outside of Bisha and we need business heads.

Not sure that who is here is right for the jobs. We need to broaden the people.

PW – experienced in this – not everyone will embrace this and a lot of hard work is needed – Bipha is in the same place, we are advanced and more forward thinking and we should go for it. Happy offer help and advice. Need to attract to ice players and that's where the numbers are.

SP – the misconception of ice people think it is a non contact sport when the contact element we should be selling for ball.

FQ – we shouldn't sell it based on contact – or fighting

VJ – agree with a lot that has been said and we do need more help, but people offer and then don't follow through, I agree with approaching ice and their approach is changing towards the ball, we need to work around the ice schedule in order for players to play

- We need to talk about these things more often,
- ND – difference between treated like members and not customers – people more inclined to be involved
- DE – a step in the right direction
- JD – structure is good – need little teams of people so pressure isn't on one person, how committee will work with board
- SD – one rep registered with Bisha they will carry the vote for their teams, the board has to be voted by stakeholders, don't sit on the board but they need to be voted in.
- MP – haven't set down a plan, we need a CEO that will
- JD – people need smaller roles and less massive jobs as it
- JD – structure is great and if right people in place great but the mentality needs to change and we need to try and work around ice and try things rather than say no without

Meeting takes a 5 min break –

Meeting resumes

SD – what are we voting on –

- 1- Extending the board? – majority vote – president and vice president confirm they are abstaining from any votes undertaken
- 2- Stakeholders vote for board members – majority vote
- 3- The board roles – majority vote

MP – we make a decision now and then its sent out to all members

Vote is taken on all 3 points – majority vote on all 3 wins.

SD- stakeholder committee – why its important -

An email can go to other teams so decisions can be made. – effective decision making

PH – on club (home and away) days do clubs provide refs or does Bisha?

SD- clubs provide them but if clubs cant then they get the support from Bisha

PH to PW – could ice refs be bought in as they are independent

PW – I can ask.

SD –explains communication changes- emails with 70 people don't need to happen – one point of contact from now on.

Example of club contacts being shown – the rep has to be registered to Bisha, each team carries one vote in their age group. If one team only has a senior team, they only vote for senior decisions etc...

Second vote-

- 1- Stakeholders vote for board members- majority vote
- 2- Set up rules an engagement – majority vote
- 3- 3 mandatory for each club to provide a rep – majority vote

Implications on Mem and arts

DD – anyone associated with a club loses the right to have a individual vote.

SD – members who vote have to be affliated with a club,

WO – we should have an officals group who get one vote

MP – officials are represented by TD who is on the board., so the board is main point of voting. One person represents every aspect.

Majority vote is only stakeholder on the committee votes at the agm.

MP – we will adjust the mem and arts for the agm, do we agree that this has to follow this direction.

2020 plan –

SD - Update membership and stakeholder committee, plan for league, book venues etc.. understand financial and support needed. Finalise the MOA,

Get a leadership plan in place for next year,

SD – we will vote on some positions today.

Agree the leadership roles – voting on all board roles as below – vote is taken and majority wins.

Vote 1 – Role of chairperson –

SD – explains that Tony Knock has put himself forward for this,

MP explains the reasons why - this person is neutral, business minded, doesn't want it long term,

SP – issue is that we've been told the roles haven't been advertised and this is example of this. – why was no one approached and does it affect his GB coach role?

SD- No he won't step away from GB as the current organisation needs him in this role. Until we are large enough to have separate individuals in each role, we will need this input from people.

Everyone votes - 12 votes for Tony Knock to take chairperson role.

Vote 2 – role of Vice Chair-

Working group suggestions – Dave Edmondson, Doug Lamin,

Everyone votes – 12 votes for Dave Edmondson

Vote 3 – Role of Secretary –

Suggestions – Nicole Grazier

Everyone votes – 12 votes for Nicole Grazier.

Vote 4 – Role of Technical Director –

Suggestions – Dee Dalton

Everyone votes – 12 votes for Dee Dalton.

Vote 5 – Role of CEO -

Suggestion – Steve Dickinson, and Vanessa James offered to be a supporter to CEO,

Everyone votes – 12 votes for Steve.

Vote 6 – Role of Financial Director -

Suggestion – James Tanner – but has not yet been approached.

Scott- explains that maybe this role shouldn't be a person who is registered to a club.

Everyone votes - to leave as a TBC until we have a specific person as a lot of work in changing bank details etc..

Vote 7 – Role of Safeguarding

SD - we aren't clear what we need from this person right now. So need to work this out in order to appoint a person for the role.

PW – we need to make sure everyone is db checked free of charge

Everyone votes – leave TBC for now.

What are next steps –

SD – getting the season rolled out and booking venues.

Scott – we need to get out there our plans in order to intice teams.

- We need to reingage with other teams and see what they need to gets teams and clubs involved.

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MP – Specifics – need to gets minutes out and the adjustments on mem – minutes and proposal need to be out by friday 13th December.

- advise mem is going to change – this has to be out by Janaury 18th
- by 16th discussion will be going

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format for next season -16th December

other parts for the strategy will follow after

PW – need to work around ice and when to approach ice and puck teams.

DD – we have 15 dates at bordon for next year

SD – try not to have a big gap between games

MP – make plans and share it out then get their contributions and take it forward.

Closing -

SP – thanks the people in the meeting for attending

DE – also thanks Dee and Simon for stepping in and doing what they have done so far and especially for their hard work at nationals.

MEETING ENDS.

