

# BERKSHIRE HOCKEY ASSOCIATION

## Annual General Meeting

22<sup>nd</sup> October 2009 7.30 pm

Berkshire Sports & Social Club, Sonning Lane, Reading

## MINUTES OF THE MEETING

### 1 Apologies for Absence

These were received from Eilish MacBean, Terry Walden, David Wilkinson, Allan Jobling, Sue Warren, Roger Wall (Bradfield College), and Chairperson Newbury Hockey Club.

In attendance were Paul Dunn-Sims, Claire Brown, Sarah Mason, Matt Poulton, Peter Beard, Sue Patterson (Sonning Hockey Club), Sue Rigby (Scarlet Runners Hockey Club) and Geoff Turner (Berkshire Coach).

### 2 Minutes of Previous AGM

### 3 Actions Arising

Nothing to report from previous AGM.

### 4 President's Report

PDS presented the strategic thinking and 3 year plan for the County following his appointment in July 2008. At that time the only remaining members on the committee were the Treasurer and Peter Beard. PDS thanked PB for all of his help and support since then.

The situation last year was bleak with many problem areas.

#### Crisis? What Crisis?



In July 2008 ..No money, Out of constitution and...

- An extremely poor reputation with the Berkshire schools
- Our value to the clubs was one of "largely irrelevant".
- Limited involvement in adult hockey- no Ladies team.
- Almost no involvement with South Counties HA
- Junior County activities were unstructured , inconsistent and chronically short of coaching resource .... yet U16 Boys won the County Championship in 2007/8.
- Implementation of the Single System -the greatest challenge to hockey administration in a generation.

Strategic Aim: to facilitate, support and promote the development of hockey across Berkshire.



Option	Strategic effectiveness	Feasibility	Cost of Doing Nothing	Conclusions
Adult Hockey	☐	YES	☹	LEAVE TO CLUBS
Schools Liaison	●	3 YEARS	☹	PRELIM WORK IN YEAR 1
South	☐	YES	☹	PROCEED -FIND SOMEONE!
Clubs Liaison	☐	YES	☹	PROCEED- START TALKING
Junior Programme	●	3 YEARS	☹	PROCEED- 3 YEAR PLAN
Single System	●	3 YEARS	☹	PROCEED- 3 YEAR PLAN



### 3 Year Strategic Plan Objectives



1. Create the Berkshire Academy
2. To improve the number and quality of County level coaches
3. To create a legacy of coaching practices, programmes and drills
4. To create a sense of pride in representing Berkshire through
  - high quality coaching,
  - improved level of success
  - and better communications between clubs, schools and hockey administrators
5. To build a BHA management team with succession and shared ownership of the objectives
6. To see a higher level of participation in junior hockey by working co-operatively with the Hockey Clubs and schools

After considering the options the strategic aim had been to focus on the junior programme start the schools liaison, also to improve liaison with adult hockey, south region and clubs.

### Develop coaching Resource



- Need to change perception that County coaches are less qualified and capable than club coaches
- Need to appoint a Technical Director of Coaching
- Need to develop a written JDC Syllabus to be delivered by coaching teams
- Create an expectation of Coaching team as Head Coach plus assistant coaches and unqualified assessors
- Need to create a coaching database
- Need to support coaches to EH coaching qualifications
- Need to pay Head Coaches and stop high turnover of coaches
- Need to create a coaches resource database of exercises and drills

### Create a “sense of pride” in Berkshire



- Better coached and prepared teams for competitions
- Aim to win competitive matches (not just give everyone a game)
- Publish the results through the web-site- get match reports, celebrate successes
- Feedback to Clubs and Schools end sense of isolation
- Try to create “Team Berkshire” ethos with players, coaches, parents, schools and clubs feeling involved and contributing
- JRPC Nominations are sound–reputation among South and England Hockey improved

Berkshire Academy. The structure is now in place with a path from schools and clubs to the Junior Development Centre, to the Junior Academy Centre, to the Junior Regional Performance Centre to the National Squad for U18s.

### Build Management Team



- Initial Focus
  - JDC and JAC delivery programme
  - Need to develop external “face” to South and England Hockey
  - Need to develop Schools Liaison to promote hockey but also County representation
  - Buy in admin resource to help with introducing JDC/JAC
- 2nd Year
  - Build membership of Management Committee
  - Introduce Structure to the Organisation through sub-committees, JDC programmes, Schools, Clubs Liaison etc

### Working co-operatively with Clubs and Schools



- Set up Clubs Colts Chairman group to share activities and discuss issues
- Set up Schools liaison committee to do the same
- Make Coaching Resources available to Clubs via County Coaches and through the web-site
- Regular communication on plans etc.
- Build a communications list and use the web-site more effectively

PDS said that it was more than just planning. BHA had made some achievements – The Academy. There have been 12 x 5 JDC Sessions for boys and girls U12 – U17, plus 5

specialist goalie sessions. All of these took place with highest attendance levels of U13 girls 46, to lowest levels of U14 boys at 14. Overall there were 122 boys and 187 girls. From these there were 9 county championship teams BUT South fixtures did not help the situation. Three development squads trained and played friendlies. The venues used were Bradfield College, Reading HC, Maidenhead HC, Slough HC, Downe House School and Wellington College.

Results were too easy to tell whether any return for the effort had been achieved. Boys were similar to 07/08 season but girls showed improvement. In the 08/09 season there were 22% wins but we are aiming for 30% this season.

### Match Results - Boys



2008/9									
Boys	Pld	W	D	L	F	A	Pts	Posn	
U13	7	0	0	7	2	39	0	8th	
U14	6	0	0	6	1	54	0	8th	
U15	6	1	1	4	10	24	4	7th	
U16	4	0	0	4	2	16	0	8th	
U18	7	3	1	3	14	17	10	4th	
	30	4	2	24	29	150	14		
2007/8									
Boys	Pld	W	D	L	F	A	Pts	Posn	
U13	7	0	0	7	3	43	0	8th	
U14	7	0	1	6	8	29	0	8th	
U15	7	0	2	5	6	29	0	8th	
U16	7	6	0	1	17	5	18	1st	
U18	5	3	0	2	11	12	9	5th	
	33	9	3	21	45	118	27		

### Match Results - Girls



2008/9									
Girls	Pld	W	D	L	F	A	Pts	Posn	
U14	6	1	1	4	5	21	4	6th	
U15	6	2	0	4	7	19	6	6th	
U16	6	2	1	3	20	18	7	4th	
U17	6	3	0	3	14	22	9	4th	
	24	8	2	14	46	80	26		
2007/8									
Girls	Pld	W	D	L	F	A	Pts	Posn	
U14	6	1	2	3	9	19	5	6th	
U15	6	1	1	4	11	25	4	6th	
U16	6	0	1	5	1	25	1	7th	
U17	6	0	1	5	13	26	1	7th	
	24	2	5	17	34	96	11		

*A combined win rate of 22% - We are targeting 30% this season!*

Other Competitions. These were not managed by BHA but included Men's County Seniors, successful county schools tournament by Wellington College, Yazoo mini tournament (U13 and U11 teams through to Regional Finals).

Coaching Achievements. AJ has been appointed, 32 different coaches has been used, 7 coaches have been sponsored to EH Level 1, 1 coach has been sponsored to EH Level 2. PDS is pushing EH for more Level 1 programmes here in Berkshire. Level 1 coaches can do Regional Programmes, they just need to volunteer.

Schools and Clubs Liaison. Progress has not been what we had hoped for. However, the schools and clubs list has been recreated.

Finally, there had been some successes in moving the administration forward. Administration.

### Administration



- Monthly meetings of Management Committee
- Appointment of Eilish MacBean for South
- Worked with Wokingham HC giving a commitment to the new astro at Cantley Park
- New web-site written and old web-site renovated
- Database of Players, Coaches, Venues and Schools created
- Coaches database now web enabled. Considering plan to do the same to the other aspects

*Come on Berkshire!*

## 5 Finance Report

Claire Brown reported that BHA had gone from a deficit of £7k in 07/08 to a profit of £5k in 08/09. There had been a good income from the JDC and JAC programmes, plus a grant of £3,700. EH are hopefully about to send part 2 of 3 of the allocation. GT asked what is included in the expenditure and costs. PDS replied that pitch hire, equipment and coaching costs are included in these, but stated that BHA get 3 years pitch hire from Wokingham as part of the new astro arrangement at Cantley Park. SP asked for clarification on the EH Single System. PB explained that it gives a standardised pathway for players. GT commented on the professionalism of the JDCs regarding coaching, admin, kit etc.

## 6 Election of Officers

The list of management committee was nominated by PDS and retiring Treasurer Amanda Minshull-Beech. A show of hands was given to elect the new members and there were no objections. The list included Paul Dunn-Sims as President, Claire Brown as Treasurer, Sarah Mason as Hon Secretary, David Wilkinson as VP Girls, Matt Poulton as VP Boys, Terry Walden as Director of Schools Liaison, Eilish MacBean as VP Liaison with SCHA (Girls), Allan Jobling as VP Liaison with SCHA (Boys) and Sue Warren as Child Welfare Officer.

Also to be noted are the following roles: - Director of Coaching Allan Jobling, Pitch/Venue Co-ordinator Helen Martin, BHUA Representative Paul Stanley, County Discipline Officer Narinder Bason, Senior Mens County Squad Co-ordinator Paul Chezdey and Website Co-ordinator Toby Lant.

## 7 Report from England Hockey

Peter Beard

England Hockey Development Officer: Hampshire, Berkshire & Middlesex  
Working with & supporting the County Hockey Association:

I've worked closely with BHA to implement the Single System, advising & sharing best practice from other counties experience. I believe BHA to be running the most conclusive JDC & JAC programme out of my 3 counties, which is credit to them & the county. I have been in regular contact with members of the committee to ensure effective two-way communication is achieved from highlighting coaching courses & workshops through to communicating the Junior Development Centre & Junior Academy Centre information & attending monthly committee meetings.

ClubsFirst:



ClubsFirst is England Hockey's version of Sport England's Clubmark where a Club is deemed to have successfully achieved minimum operating standards. Benefits include: national recognition, opportunity to form a Club School Link, County Sport Partnership recognition & funding agencies increasingly being viewed as priorities, internal club benefits – better run & more efficient. Most recently it is a criteria for application for the Capital Investment Programme.

Currently 4 Clubs within Berkshire are ClubsFirst accredited namely: Sonning, Newbury & Thatcham, Wokingham & Bracknell. In the last season I have worked with Wokingham to successfully reaccredit for another 3 years. I've been in regular contact with other clubs who are registered & working towards completion: Slough, Reading & Phoenix & Ranelagh.

Club School Links (CSLs):



A formal Club School Link can only be achieved by those Clubs with the ClubsFirst accreditation, as we can be confident with the environment & policies & practices of the club. They are then linked with a School Sports Partnership (SSP), or cluster of schools. This year we formalised a CSL between Sonning & their local SSP taking the total in the county to 2 CSLs and I have been working with Wokingham & Newbury & Thatcham to double this. This remains part of my key work programme & I will continue to strive to increase this number.

Coaching For Teachers Courses:

Our most recent product for schools & education of teachers has been our new Primary school game called Quicksticks. Disappointingly within Berkshire there has been very limited take up with only one INSET training course booked in next month whilst in other counties the take up has been much higher. I assist with the administration & organisation of the courses & am a trained Quicksticks Tutor, and tutor trainer, to deliver the INSET.

Level One Assistant Coach Award Administration:

I was the administrator for the Level One Coaching Course that was held at Sonning Hockey Club in April/May this year. This involved booking the venue, securing dates & times, managing the budget (these are run at breakeven), taking & processing applications & providing joining instructions.

My Role Over Three Counties:

In addition to working on the above across my two other counties I have organised a Core Skills Workshop at Hampton College (Mddsx) & just registered a Time To Listen course at Sunbury HC (Mddsx) which may interest your Welfare Officers. I also sit on the national Single System Implementation Group for Communications & devised the internal & external document release process. The South region has been without a full time regional manager for some time & therefore as team we have had additional work to pick in other areas - I have been the lead on working with the South Youth Panel & led them in the South regional mini's festival at Surbiton in April.

Future Direction:

2009-2013 Strategic Objectives:

1. Attract & retain more people in hockey.
2. Help our clubs & associations to develop & thrive.
3. Embed the Single System.
4. Achieve International Podium Success.
5. Maximise the opportunities of 2012.
6. Raise the sport's profile & improve communications.
7. Broaden our income base.
8. Continue to enhance the quality of our governance & operations.

## 8 Report on Berkshire JDCs and JACs

This was covered in the report from the President.

## 9 Any Other Business

PDS proposed that the constitution be re-written and communicated by the end of December 2009. This was seconded by GT and therefore passed.

PDS stated that we had not asked for a rise in the affiliation fee this year, but that we may wish to do so to support County initiatives in the future. The current rate is £56 per team.

There were no other items for discussion so the meeting was concluded.