

# THE SPENCER CLUB



## Spencer Hockey Club

Annual General Meeting agenda, 2<sup>nd</sup> May 2017

Documents to view from 7pm.

Attendees: Paul Stark, Dan Radley, Ruth Matthew, Edward Gale, Simon Marsh, Hattie Robinson, Lucy Oliver, Sam Ellis, Sarah Muir, Natalie Allen, Myra Sae-Heng, Richard Fowells, Melanie Wood, Rob Howarth, Donna Kirby, Tochi Panesar, Richard Fowler, Adam Lax, Jodie Bellamy, Nicholas Cook, Brian Myburgh, Rupert Naylor, Annie Gamble, Rachel Brody, Charlie Balbirnie, Nick Chouksey

### 1. Welcome, 7.30 pm

#### 1.1 Presentation of junior trophies

Alan Milne Trophy for Boys Player of the Season – **Samuel Cook**

Helen Williams Trophy for Girls Player of the Season – **Zoe Rhoades**

Panesar volunteer Cup – **Wendy Sadd and Lucy Barber**

Gairns White Cup for Coach of the season – **Mel Wood**

Lesley Gairns Trophy - for an outstanding player from the junior section playing in the senior section – **Oli Carr-Hill**

#### 1.2 Apologies for absence: James Armitage, Chris Rowland, Harry Greenaway, Sarah Dawkins, Jen Slinn, Phil Balbirnie, Gordon Hates, Ed Hyde, Adene Bennett, David Tulsey

#### 1.3 President's welcome:

**Simon welcomed those present to his 2<sup>nd</sup> AGM as President of the Best Hockey Club in the UK™. He is very proud to be president of spencer club and of its people, whether they are juniors, seniors, players or volunteers. It's been a season of mixed success on the pitch – not all we want and expect, but worth celebrating nonetheless. It has been a season of success off the pitch, though, with the new surface playing well, new dugouts in place and with improved Spencer presence at local and national hockey events. There is more to do, in particular related to the absence of facilities and the need for more pitch time for both the Senior and Junior sections. To that end we are working hard on the Springfield Park project and making sure Spencer is a vocal presence in all consultations and meetings. There has been limited movement but more is expected over the summer. There have been some changes in the club surrounding membership and registration, an increase in paid support and investment in new software, with an aim to achieve more financially, particularly in the area of sponsorship and more mundane matters, such as the club's CASC registration. In order to develop the hockey section even further we do need to do more as a club, though, with commitment wanting – particularly in the area of unpaid subs. Steps are being taken to prevent this from happening in future (we will be looking to develop a Captains Charter to support the Captains with their duties), and views on how we can develop and improve are always welcome – there are always opportunities for those with time and skills on and around the committee.**

#### 1.4 Matters arising from previous AGM and acceptance of previous AGM minutes:

- **CASC status and change to resolution – Spencer Club is now registered as a CASC organisation so going forward Spencer Hockey Club will de-register as a CASC organisation in its own right as a result. The only real benefit of separate CASC listing is gift-aid for fundraising efforts, and this is not worth the extra admin required to administer the SHC as a separate CASC entity.**
- **Junior and Senior integration – still work to be done, but we are seeing more players stepping up in both the men's and women's sections. We need to improve communication and get more senior players involved at junior training/matches etc, but we are moving in the right direction.**

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# THE SPENCER CLUB



- Confident Umpiring session – We didn't find a time that worked, will be addressed again in the off-season. Finding more confident and qualified umpires is a priority.

**Motion: To approve the minutes of the 2015/2016 AGM**

**Proposed: Paul Stark**

**Seconded: Dan Radley**

**PASSED**

## 2. Season review

### 2.1 Junior Section Review – Junior Committee

The Junior section continues to be one of the most success in the UK, competitive on all levels and with increased representation at Surrey and Regional level. We are still at capacity in numbers, particularly at U14/16 level, with groups currently averaging 40-60 players. Integration of players into the Senior section is vital, and really starting to work. Goalkeeper coaching going well with good turnouts at sessions coached Amy Gibson and Rose Thomas (Scotland and Welsh keepers respectively). Tours continue to go well, with reciprocal trips arranged with teams in Barcelona, and plans in place to host a touring team from Australia. The Junior section also continues to develop young umpires to help alleviate the pressure on official. The final word should be a note of congratulations to the U14 Girls who reached the National finals once again.

### 2.2 Chairman's Review – Dan Radley

Dan thanked all in attendance and said he continues to be in awe of what everyone is doing to make Spencer one of the best clubs in the country, from the continuing success of our summer league and courses, through the end of season dinner and socials and our performance in the Mixed Cup. A special note should also go to the JHC, who successfully arranged a sponsored training session with Olympian Sam Quek. From a playing perspective the reality is that as the senior teams have pushed up their respective leagues performances have levelled out, leaving 5<sup>th</sup> as our average league position for the season. We are still one of the biggest clubs in the country (9<sup>th</sup> of 900, joint 1<sup>st</sup> in adult teams), but we are being imitated and caught by some of our local rivals who are giving us a run for our money. We can't be complacent – we are a club full of incredible people, so we must now push on. We need to incentivise people to get involved and set guidelines for what it means to be a member of the club. 2016/17 felt a touch flat socially, though social engagement tends to go hand in hand with success, so a boost is needed. Annual dinner was a still good event, even if numbers down, but we should do more to prevent numbers from dropping again next year. Tied into this as a wider development, Springfield remains a real possibility for an extra pitch on our doorstep, so we all need to get behind the club in years to come from a social, fundraising and fundraising perspective. In summary, Spencer remains a competitive club at all levels, with a distinctive ethos and sociable reputation with other clubs. We remain the best club in London to play for.

### 2.3 Senior Section Review by Club Captains

#### **Women's Section – Hattie Robinson and Lucy Oliver:**

W1s – The ladies 1s started the season with what can only be described as a fresh faced, youthful team with only 5 “oldies” remaining. This left them all feeling very excited with what they could build, not only did they have a whole new squad but also a new coach, all the way from South Africa, Adene Bennett. The thought of a new team was exciting all be it a little daunting, and as you can imagine it took a good few games for them to get used to playing with each other. The first half of the season did not go quite to plan. They had a few losses and draws; however, this did not deter the team's spirits or drive to finish in the top half of the table. As they became more and more comfortable with each other and got to know how each other worked on (and off) the pitch their game became fast, efficient and highly skilful. With positive results and lots of 3 pointers particularly in the second half of the season they slowly worked

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## THE SPENCER CLUB



their way up the table from 8th to a solid 5th position. The team is really proud of what they have achieved this season - It is difficult binding and building a new team, however they are really excited about what 2017/2018 season holds.

**W2s** – The 2s have had a mixed season, finishing mid table in Surrey prem. They have included a number of juniors this year, as well as involved a large squad. Under the guidance of Adene after Christmas they managed to increase the number of goals they scored each game. With 10 different players contributing goals over the season, it's safe to say it's been a real team effort and many players have gained vital experience that they hope to build! It is already looking promising for September.

**W3s** – Although the W3s have provided the Club with any silverware this year, they are very pleased to have made a healthy contribution to the bar's profits! Despite a disappointing performance in the league they've all had a good laugh and look forward to turning things around in Surrey Div 1 next year.

**W4s** – The 4s came up last year and have had a season blighted with injuries and attendance issues so they are pleased to have finished mid table. Their top goal scorer was Lucy Askey and player of the season Tiff Chapman. Highlights include beating 2nd in the league and only losing 2-1 in the last game when they had 9 players.

**W5s** – The 5s were promoted last season into Surrey Div 3. They started the new season with quite a few new players and took some time to settle into playing together. Their results were quite mixed, but with some important wins spaced throughout the season. Coming towards the end of the season they were very keen to remain above the relegation zone and thanks to a win and a draw in their last two matches they managed to finish the season in 7th position, which they were all very happy about!

**W6s** – Spencer 6s have had a semi-successful season in moving up into the top 3 of the table. With promotion achieved we're looking forward to a derby with the Sapphires in the coming season.

**Sapphires** – This season the Sapphires have shown real squad depth fielding strong sides on consecutive Saturday's and Sunday's for both league and cup matches. Unlike the two seasons before, there was no league promotion this season but a very respectable 4th in division 5 and a strong run in the O35s trophy (making it the quarter finals.) The team continues to strengthen links with the junior section of the club with many players coaching junior sides and the u14s goalie kindly helping us out on occasion. Lots of fun has been had both on and off the pitch, with the Sapphires kicking off Spencer's social calendar organising Octoberfest! The team is looking forward to playing the super vets over the summer and sampling their curry!

### Men's Section 1s-6s – Sam Ellis

**M6s** – A solid and fairly competitive season (with a bit of blip) in a tough league.

**M5s** – Relegated after an educational season in a very tough league. Fundamentally a lack of goals was the issue.

**M4s** – A topsy-turvy year that ended with them staying up in a very hard league. Spencer and Hammersmith and Westminster are the only sides to have 4<sup>th</sup> XIs at this level, so staying up was a real achievement.

**M3s** – A mixed year – not as good as expected but still competitive. It is rare to have 3<sup>rd</sup> XIs at this level.

**M2s** – A strong year in ridiculous league, with our team playing against internationals and junior internationals on a regular basis, so it was amazing to nearly get to playoffs. We can be very proud of our showing alongside National League clubs.

**M1s** – A disappointing season, but we are expecting to win next year. The 1<sup>st</sup> XI are currently in the process of hiring a new coach.

**Mixed cup** – The Spencer Mixed squad made it to finals day (the first time for the club since 2007) before finishing 4<sup>th</sup> – a great achievement having faced National League Opposition.

### Ed Gayle – Men's Named Teams

**Hurricanes** – A massively improved season following a disappointing 2015/16. The team nearly hit promotion and a derby with the 5s.

**Spitfires** – A strong first half to the season was derailed by a series of injuries. The team fell away to finish 5<sup>th</sup>, which was under expectations. More is expected next year.

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## THE SPENCER CLUB



**Titans** – In the same league as the Spitfires, the team struggled for numbers but successfully avoided relegation, and improved on the previous season.

**Harlequin's** – Following a strong first half to the season (the team scored more points in four games than they scored by Christmas in the previous season), the team fell away to 7<sup>th</sup>. The Harlequins remain competitive in tight league.

**Vets** – 4<sup>th</sup> again, which is very good in a tough league. Unfortunately they beat higher teams whilst losing to lower placed ones. Next year they will be looking at promotion.

**Supervets** – Unbeaten, finishing comfortably top of their league, with only 2 draws all season.

**Grand masters** - A mixed season, and not quite dominance they expect. Unfortunately missed fixtures due to highly unpleasant opposition resulted in a 5<sup>th</sup> place finish.

Overall we are seeing general slow improvement in this section of the club, with the Supervets the top performers. More improvement is expected, particularly as more juniors are integrated into this section of the club.

Simon Marsh commented that it was great to see good hockey at all levels, but we are capable of so much more as a club. We need to build in 2017/18 and improve what's not working. The only side with no room for improvement is the Supervets. He thanked the captains for their work and support.

### 3. Motions

#### 3.1 Captains Charter

- The Captains Charter will be introduced to address the issues that can arise with recruiting captains – formalising the common-sense elements of captaincy, and seeking to arrest decline in volunteer involvement and social engagement. This is a formal list/charter of the expectations of captaincy.
- The plan is to launch as a pilot, and develop the Charter with this year's captains, committee and senior club members, with a view to making it a formal part of signing on in to a captain's role.
- A subs rebate has been removed from the agenda at this stage – more work needs to be done to examine the financial impact of subs rebate on this scale (to confirm, this would be a rebate, *not* an initial reduction), versus benefits in kind, particularly surrounding non-payment of subs, an ongoing and serious issue for the club. This can also be considered as a jumping off point for a wider discussion on volunteer roles and whether they should receive rebates – currently the *only* roles that receive a subs reduction are coaches, which is slightly odd as other roles require as much, if not more, time and dedication.

Nick Cook approved of the idea of a charter but strongly felt that reducing subs for volunteer (and in particular qualified) umpires should be seen as a priority as the lack of confident officials is having more of an impact on the club. Rupert Naylor also commented on the need to subsidise qualified umpires as part of a push to encourage higher quality officiating, citing Exeter's programme that pays young umpires £10/£15 per match. Ed Gale commented that unfortunately finding captains as a given is no longer the case, and we may need to look for incentives to ensure continuity. Simon Marsh confirmed that the need for good quality umpiring is a separate issue that will be discussed further, with Dan Radley confirming it was an issue all London clubs were having to deal with.

Charlie Balbirnie and Brian Mybursh liked the idea, but didn't think a financial incentive was appropriate as it would have a minimal impact on the demographic, and we want to avoid captains only taking on the role for the cash. Dan Radley commented that more and more was being asked of captains, and a review of incentives for all volunteers will need to take place. It was also confirmed that any incentive will take the form of a rebate rather than a reduction – with rewards only given if obligations are fulfilled.

Ruth Matthew requested confirmation that any discussion on rebates would take place at a future AGM, and asked for clarification of what would happen if captains didn't fulfil their obligations. It was confirmed that any introduction of rebates would only be as a result of a successful vote at a future AGM,

## THE SPENCER CLUB



and that monitoring would be the responsibility of the committee and coaches, with final details to be ironed out during the pilot process.

It was also confirmed that this would be a conversation and not an imposition on captains, with a wide range of views taken – we will be inviting members to get involved in finalising the charter.

**Motion: To introduce a pilot Captains Charter**

**Proposed: Paul Stark**

**Seconded: Dan Radley**

**Passed**

### 4. To receive reports and accounts covering the past season and approve budget for 2015/16.

#### 4.1. Presentation of Treasurer's reports and accounts – **Appendix E**

- The club is in a healthy financial position as can be seen from the P&L and B/S for the year ended 30 September 2016. We are also in a stable position when considering the comparatives to the previous year.
- Both the Junior and Senior sections registered a surplus in the year of £2,069 and £8,443 respectively. We also had a surplus from additional income of £16,263 leading to a total surplus for the year across the club of £26,776.
- This surplus has led to an increase in reserves from £199,608 as at 30 September 2015 to £226,383 as at 30 September 2016.
- It is worth noting that this surplus is down on the prior year, which was £40,311. This reduction is largely a result of increased expense in the Junior section of the club related to an increase in junior participation. As junior subs have increased through more junior players, the associated pitch hire, coaching, umpiring and equipment costs have also increased.
- The other key point on the lower surplus has been a loss of £2,613 on the 2016 summer league from the prior year, which registered a £7,718 profit.
- Our current account cash at 30 September 2016 was £275,125 and cash in savings was £25,278. As a comparison, our current account cash today, 2 May 2017, is £297,003.61 and cash in savings is £25,281.
- Focusing on some specific points:
  - In both sections of the club, subs are the single biggest item of income at £96,088 for Seniors and £80,497 for Juniors. Both figures are an increase on the prior year.
  - In the Senior section we have had slightly higher rent and coaching costs this year in comparison to last year.
  - In the Senior section our overall expenditure has reduced, largely as a result of no significant one off costs in the year to 30 September 2016.
- Accounts have been checked and agreed by Alison Rose.

Nick Chouksey confirmed that we had a list of names who had not paid their subs in full for the season and we targeting them. Non-payment would mean players would not be invited back for the 2017/18 season. The problem with direct debit payment has been solved, with a new payment system being introduced (and currently trialed by the junior section) ready for the new season. He confirmed that there is a long term plan for a system to be used across all sections of the Spencer Club – this is vital as the collection of accurate membership data will be key to making our case on Springfield.

Tochi queried the loss on the end of season dinner – it was confirmed this was due to the need to book a different venue at short notice.

Myra queried the change in Summer League income. It was confirmed this was due to the short summer league season (due to the pitch being relayed), and adjustments to prior years. Dan and Simon both confirmed that Summer League and holiday course income remains a vital source of profit, with all-year pitch usage also boosting our case for a second pitch at Springfield.

**Motion: To approve the above accounts**

**Proposed: Nick Chouksey**

**Seconded: Simon Marsh**

**PASSED**

## THE SPENCER CLUB



### 4.2. Presentation of budget plans for 2016/17

As you will have noted from the accounts, we operate an accounting period from 1 October to 30 September. The accounts presented relate to the year ended 30 September 2016 - effectively the 2015/2016 hockey season. We are therefore into the 8th month of our 30 September 2017 accounting period at the moment, which relates to the season just gone, our 2016/2017 season.

To help to provide more accurate financial information/forecasts we will be undertaking the following budgeting activities in the coming months:

- Perform a 6 month budget review for both Junior and Adult sections to 31 March 2017 by the end of May.
- Prepare the draft annual budget for both Junior and Adult sections for the year ending 30 Sept 2018 by end of June 2017.
- Perform a 9 month budget review for both Junior and Adult sections to 30 June 2017 by the end of July 2017.
- Finalise budget for both Junior and Adult sections for the year ending 30 Sept 2018 by the first week in August.

Ruth asked for clarification regarding if we'll need to wait 12 months for the next financial update. Simon confirmed that updated financial statuses will be shared at regular intervals as outlined above.

### 4.3 Agree combined membership and match fees for the forthcoming season

	2017/18	2016/17	2015/16	2014/15	2013/14
Full (Men's 1-6, Spitfires Titans & Hurricanes, Women's 1-6 )	<b>£390</b>	£390	£370	£370	£370
Low (Harlequins, Super Vets)	<b>£320</b>	£320	£310	£310	£310
Sapphires (a £10 per match fee is then applicable)	<b>£95</b>	£95	£85	£50	NA
Grand Masters	<b>£180</b>	£180	£170	£170	£170
GK with kit	<b>£95</b>	£95	£85	£85	£85
Member also coaching (unpaid volunteer)	<b>£95</b>	£95	£85	£85	£85
Social player membership (a £10 per match fee is then applicable)	<b>£60</b>	£60	£50	£50	£50
Full time student	<b>£195</b>	£195	£185	£185	£185

Charlie Balbirnie raise the question of the Sapphires subs level, with a rebate requested for income over £4,000 raised by the side. Given their contribution to the club, in particular relating to junior coaching, and the level they are providing in terms of a contribution they felt that recent subs increases had unfairly penalised them. Simon confirmed that this was being worked on and that they would receive a response in the off-season.

**Motion: To approve the revised budget and adult subscription rates:**

Proposed: Nick Chouksey

Seconded: Simon Marsh

**PASSED**

## THE SPENCER CLUB



4.4 Agree Junior subscription rates as laid out below:

	2018/19	2017/18	2016/17	2015/16	2014/15	2013/14	2012/13
Junior U13 and below	<b>£157</b>	£155	£150	£145	£140	£130	£105
Junior U14 and above	<b>£202</b>	£200	£195	£185	£170	£150	£105
Junior – sibling U13 and below	<b>£137</b>	£135	£130	£125	£120	£110	£85
Junior – sibling U14 and above	<b>£182</b>	£180	£175	£165	£150	£130	£85

Marcia Gurney-Champion confirmed that the slight increase reflects the fact that we have more teams in England Hockey competitions and local leagues, more midweek professional coaching, are securing umpires for more games and more umpiring coaches, and are looking to expand the capacity of some age groups.

Nick Cook asked if a larger increase was suitable. Marcia confirmed that this was not a case of supply demand, and Ruth Matthews agreed that we run the risk of becoming an elite club and affording subs is the only membership criteria, so any subs increases need to be carefully managed

Sam Ellis asked how we compare to Surbiton and Wimbledon. Marcia confirmed we charge less than those two clubs (mainly due to different levels of professional coaching), but more than Tulse Hill and Dulwich. We compare well on a value basis.

Simon emphasized that it is not a case of just raising the biggest surplus, community engagement and inclusivity are key, particularly with Springfield on the horizon.

**Motion: To approve the Junior subscription rates:**

Proposed: Marcia Gurney-Champion    Seconded: Simon Marsh

**PASSED**

### 5. Appointment of an official accounts reviewer

**Motion: To elect Alison Rose to review the financial accounts of Spencer Hockey Club**

Proposed: Nick Chouksey                      Seconded: Simon Marsh

**PASSED**

### 6. Appointment of officers to the Spencer Hockey Club committee

#### 6.1 Appointment of new officers

**Motion: To approve John Gibbons as Club Captain (Men's section, named teams)**

Proposed: Ed Gale                      Seconded: Paul Stark

**PASSED**

## THE SPENCER CLUB



**Motion: To approve Jodie Bellamy as Club Captain (Women's section)**

Proposed: Hattie Robinson      Seconded: Lucy Oliver

**PASSED**

### 6.2 Approval of continuing officers

**Motion: To approve continuing officers as outlined in Appendix A**

Proposed: Simon Marsh      Seconded: Paul Stark

**PASSED**

## Appendix A

### 6.3 Approval of interim officers

**Motion: To approve Dan Radley as Interim Chairman**

Proposed: Simon Marsh      Seconded: Paul Stark

**PASSED**

## 7. To endorse other posts/key club roles

### 7.1 Captains

**Appendix B, Appendix D**

**PASSED**

### 7.2 Junior Committee and Other Roles

**Appendix C**

**PASSED**

### 7.3 Proposed resolutions

**NONE**

## 8. Presentation of awards

Presentation of trophies awarded by leagues

Women's player of the year – **Becci Carpenter**

Men's player of the year – **Graeme Morrison**

London League Team of the Year – **Men's Vets**

Most Improved Team – **Women's 6s**

John Davis Salver (Team of the Year) – **Men's Supervets**

Frank Grover (outstanding contribution to Spencer Club) – **Richard Thompson (in recognition of his efforts with the pitch-relaying tender)**

## 9. Any other business by permission of the Chairman

**Ruth Matthew confirmed that Spencer will be launching a new Netball team. Details will be circulated when available.**

**Tochi Panesar commented on the sad news that Mike Martins had passed away, with his ashes scattered at the old pitch as per his wishes. Simon club that the club has passed on their condolences**

**Charlie Balbirnie commented that the Sapphires' results had dropped off the website which was affecting levels of engagement. Ruth Matthew confirmed that this was being looked at.**

**Sam Ellis that we would be changing kit supplier for the coming season, moving to PlayerLayer to bring us into line with the junior section and to update the quality of the kit itself. Rates will be better (with a 10% reduction if you buy all), and we will be having a soft launch so there will be no immediate demand for current players to replace their existing shirts.**

**Brian Mybrush commented that the current away kit was rarely used. Sam confirmed that it was the captain's**

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## THE SPENCER CLUB



responsibility to ensure players were suitably attired. Annie asked for costs to be circulated for budgeting reasons, and Sam confirmed that prices would be circulated in all the usual ways at the first opportunity. Richard Fowells thanked Simon for another success AGM.

The meeting finished at 9.23