

**Minutes of the Twenty-First Annual General Meeting of the Scottish Hockey Union Limited held via Zoom on 17 June 2021.**

**Present**

<b>Club</b>	<b>Trustee</b>
Aberdeen Bon Accord	Sara Kirkwood
Aberdeen Uni Men	Ross Lunn
Aberdeen Uni Women	Laura Butler
Anchor	David Stone
Ardrossan Academy Former Pupils Ladies	Tara Mair
Argyle	Laura McGregor
Arran	Jenny Stark
Ayr	Marion Hunter
Bluesox	Clare McWilliams
Clydesdale	Donald Amour
Clydesdale	Ali Bleach
Clydesdale	Rachel Brewer
Dumfries	Margaret Miller
Dundee Wanderers	Iain Strachan
Dunfermline Carnegie	Ali Dick
Edinburgh University Men	Tobias Loeff
Edinburgh University Men	Janice Hudson-Windsor
Edinburgh University Women	Ellie Campbell Kilner
Erskine Stewart Melville	Graeme Pearson
Eskvale hockey	Rachael Fairley
Falkirk & Linlithgow	Michael Watson
Fjordhus Reivers	Claire Townsend
GHK Ladies	Sally Tait
Glasgow Academicals Ladies	Laura Johnston
Glasgow University Womens	Georgia Smith

Grange Ladies	Maggie Conacher
Grange Men	Harry Eddolls
Granite City Wanderers	Lorna Clyne
Grove	Craig Anderson
Heriots Hockey	Katy Fraser
Highland	Chris Smith
Hillhead Ladies	Chris MacDonald
Hillhead Mens	Ewan Campbell
Inverleith	Paul Bowyer
Kelburne	Billy Anderson
Kelso	Mary Weir
Kinross	Lindsey Knight
Loch Lomand	Vanesa Sabala
Monarchs	Craig Munro
Peebles	Chris Kalman
Perthshire	Robbie Preece
Rottonrow	Scott Hay
Scottish Masters Hockey	Niall Sturrock
Steps	Bryony Ruscoe
Strathclyde Uni Women	Helena Tipper
Troon Ladies / West District Women	Rhoda Howe
Uddingston	Harry Dunlop
Watsonians	Catie Craig
Waverley Inveresk Trinity	Sian Henley
Western Wildcats	Murray Laing

### **District Representatives**

North District	Hazel cowan
East District	Jill Croll

West District Men

Keith Joss

**Others**

Scottish Hockey President

John MacKenzie

Scottish Hockey Vice President

Karena Cuthbert

Scottish Hockey Board Member  
Scottish Hockey Board Member

Martin Shepherdson - Chair  
Angie Keith

Scottish Hockey Board Member

Barbara Morgan

Scottish Hockey Board Member

Gareth Tenner

Scottish Hockey Board Member

Jamie Carnegie

Scottish Hockey Board Member

Karin McKenney

Scottish Hockey Board Member

Stephen Martin

Scottish Hockey Board Member

Stewart Gilmour

Scottish Hockey Board Member

Wendy Justice

Scottish Hockey Staff

Lloyd Sammeroff – Minute Taker

Scottish Hockey Staff

Andy Tennant

Scottish Hockey Staff

Jamie Frail

Scottish Hockey Staff

Paul Elliott

Scottish Hockey Staff

Chris Anderson

Scottish Hockey Staff

Kelly Fillingham

Scottish Hockey Staff

Michael McDougall

Panellist - Nominee for President

Colin Fraser

Panellist - Nominee for Officials Convenor

Alex Fedenczuk

Honorary Member

Anne Wotherspoon

## **Welcome**

The Chair (Martin Shepherdson) opened the meeting by welcoming everyone to the meeting, his first as Chair of Scottish Hockey and the second AGM year that the meeting is being held virtually. He advised that the meeting was being recorded. Upon checking, Lloyd Sammeroff confirmed that we were quorate and that the business of the meeting could continue.

The voting trustees were reminded that we were using the Mi-Voice voting system again as per last year and that all voters will have been sent the voting instructions and if there were any issues to advise in the chat box or call the office number or email the support helpdesk at Mi-Voice, details of which were supplied in the chat box for the membership.

## **Moments Silence**

A brief silence was held in memory of friends and family within the hockey family who have passed in the previous year and for those who have been affected by the pandemic or otherwise.

## **Meeting business**

The agenda was shared with the membership showing the statutory and non-statutory areas of the meeting.

### **To approve the Minutes of the Twentieth Annual General Meeting of the Company**

The minutes of the previous meeting were shared in advance, they were approved by Maggie Conacher (Grange) and seconded by Chris MacDonald (Hillhead Ladies).

### **To receive the Directors' Report and Accounts for the year ended 31 December 2020**

The Chair highlighted a few areas surrounding the financial position at the Year End.

Overall we had a near breakeven result which is a very good achievement. It was a year like no other with the affect of the pandemic from March onwards.

Our income from **sportscotland** remained the same as the previous year, and this has been agreed to continue at this rate for 2021. Membership fees from clubs is lower due to our decision to reduce the amount we have charged clubs but we have also changed the accounting practice of how we recognise the fees in that now we only account for the fees that are raised within the calendar year and no longer accrue any fees that will be raised in the following year. Our commercial income unfortunately has reduced but this is due to the effects of Covid and the market being extremely difficult. We have made use of the Coronavirus Job Retention Scheme which is shown as part of the Covid grants and thanks was given to the staff who accepted the need for this and have adapted well with furlough. We are aware that we need to broaden our income streams and the Board are working hard to explore a variety of options. It is our intention to grow our reserves back to £150,000 but 2020 and 2021 we are unlikely to make progress on this. Membership fees will be frozen in season 2021/22 but we will need to review this as time progresses and we will engage with the clubs on this.

The chair opened the meeting to allow any questions from the membership.

Rhoda Howe asked where within the accounts the legal challenge on the Directors last year on the AGM has been recorded within the accounts. It was explained it was included within the Administration costs on the accounts. Rhoda continued to ask for a breakdown of the total, Lloyd confirmed that the amount is not to hand but Rhoda asked for this to be circulated and we will advise after the meeting.

David Stone asked about employment costs as they are the same as last year but staff were on Furlough. It was explained that as previously mentioned some costs are offset by the covid grant income as detailed as part of the Covid Job Retention Scheme (ie furlough).

Another question was asked regarding the amount claimed with the furlough income as it was less than 10% of the total staff costs but it was explained that the amount we could claim is limited due to us already receiving government funds for staffing through sportscotland and we claim the maximum we can and this is still continuing through 2021.

Craig Munro asked where the Membership Engagement Survey costs were posted to and what was the cost overall for this. The Chair asked Lloyd to advise to which he informed the meeting that the costs of this are accounted for in 2021's accounts therefore not included within the figures presented today. The Chair added that these costs are split between ourselves and **sportscotland** and are £6000 each.

Ali Dick asked for confirmation what the legal challenge was against the Directors last year as stated by Rhoda but Chair advised it was badly phrased as it was not a legal challenge against the Directors but it was guidance to the Directors regarding moving the AGM online and hosting an online voting system following a question around its legality against Company law and whether the Directors would be in breach of their requirements as a Director.

Sian Henley asked why the target figure of £150k for reserves is set at this figure. The Chair advised it is based on approximately 10% of turnover and is the figure we had prior to the move to Glasgow, and the actual and target figures are reviewed regularly by the Board and Audit Committee.

The accounts were then accepted with a proposer from Iain Strachan (Dundee Wanderers) and seconded by Ali Bleach (Clydesdale).

### **To ratify the appointment of director-nominated Director of the Company – Gareth Tenner.**

Gareth came onto the board at the end of last year when we sought a Director to assist with legal advice and addressed the membership prior to the vote. He advised that he has been a practicing lawyer for over 15 years working with Dentons law firm. He currently specialises in Governance law with the energy sector with a broad legal practice. He is keen to assist Scottish Hockey with governance structures, terms of reference and articles of association. He has played hockey for a number of clubs in Scotland since he came here in 1999 and currently plays with Watsonians. He was the East District president 2015 – 2017. Following the Membership Engagement project, he wants to help with reviewing all of our structures to fine tune to ensure SH as a whole is working best for its members. After Gareth presented the vote was opened on his ratification and the results were Yes – 48, No – 0. As a result Gareth was ratified as a Director of Scottish Hockey and welcomed officially to the Board.

### **To approve certain proposals in respect of amendments to the articles of association.**

Gareth discussed the various changes proposed. The Board is taking a strategic review of the governance functions of the organisation. The statutory governing documents are the articles of association. As required under law, a special resolution of the members is required to change the articles and that the members need to see the updated text of the changes. We have not completed the review and so there will be a need to review them further but we wanted to bring through some initial proposals to bring the articles up to date. The changes proposed to clauses 14 and 32 which as currently drafted as attendance (at Directors Meetings and and at AGM) is deemed to be wherever you are which does not specify in person or virtual. Due to the question that was raised last year on this and the positives with engaging more of the membership by way of virtual meetings the proposal that they will be updated to allow for electronic attendance. With regards to article 21.2, we are looking for a balance to be aligned with guidance from **sportscotland** to up this from 20% to 30% but we also want to represent the diversity within membership that exists. 21.10 at the moment requires the CEO to be an executive member of the Board, the most recent CEO was not an executive member of the Board and we want the CEO and Board to be able to have a discussion on this to make the correct decision at the time whether the CEO should be a director or not. Article 22 change is that current process is that no director stays for longer than 2 x 4 year terms but the article allows for 3 x 4 year term therefore this change proposed reflects this. Article 33 is to reduce the quorate number for meetings as although the membership is increasing the number of clubs is decreasing. As such a quorum of 20 is more appropriate than 25. The membership asked some questions which clarified the situation and that the items proposed to vote on is approval in principle as the final wording has not yet been confirmed, an amendment put forward regarding article 33 was that the quorum also required representation from a number of districts. Following this, the vote was opened and after a short time the results were announced which were Yes - 45, No – 3. As a result the proposal was taken as approved

### **To appoint the President**

We received confirmation that John MacKenzie does not wish to re-stand for the President and we asked for nominations to which we received one nomination which was from Colin Fraser. Colin was given the opportunity to address the membership to which he thanked the clubs who nominated him. He discussed his background which is that he is married and lives just outside Edinburgh and comes from a hockey family with his father playing for Steps. He played at Uddingston, Highland, Grange and after a period away from the sport has returned and now plays for Edinburgh HC where he is also an umpire and for the last 3 years is club president. His daughter plays and is president of her club and his son plays and coaches at two different clubs. His working background has been that he has worked in a variety of small and global companies over the years and the last 10 years he has worked assisting companies in the UK to build more effective teams. He has been a company director for the last 12 years and so has experience of working with Boards, volunteers and staff. Scottish Hockey has great foundations that we can build on but we can be better and part of that is the membership understanding more about Scottish Hockey. Information should be available and easily accessible. The role of President is to be a conduit to explain any decision that Scottish Hockey has made but take any feedback from the clubs into the decision making process but also be able to tell the story that we have to tell. He finds the demise of clubs frustrating and wants to turn this around where we should have tailored packages where we support clubs to survive and support clubs to thrive depending on their individual situation. He wants Scottish Hockey to have many new clubs in the future and have many more members than we currently do particularly from the state

schools. He doesn't know how to do this but wants to be part of the process in doing this. We have a sport for life and this should be celebrated and wants to work hard to drive forward the Scottish Hockey agenda. After making his statement the vote for the appointment of the President was held and the results were Yes – 47, No – 0. As a result, Colin Fraser was appointed as the new President.

### **To approve the motion to convene an open forum**

This concluded the statutory business of the meeting and as a result the motion to convene to an open forum was proposed by Lindsay Knight (Kinross) and Chris MacDonald (Hillhead Ladies) and the non-statutory business continued through the agenda.

### **Chairs Report**

The chair advised that his report would also include the CEOs report as he is currently acting as interim CEO.

Started by saying it has been a difficult period for us all but thanks was given firstly to Robin McLaren who was the interim chair prior to Martin who took on the role in December. Thanks was given to all the staff with all of the changes such as working from home, flexible furlough etc but also thanked all of the members and volunteers for the work they do within their clubs, districts etc who give so much to the sport without their help we would not survive. Special recognition was given to those who have stepped up to be covid officers to keep everyone safe during this difficult period. The halt of hockey in March 2020 has continued with only short exceptions of people playing the sport with current restrictions still being in effect even to this day.

However, there are positives, we continue to provide clear and regular guidance in conjunction with **sportscotland** around covid restrictions and thanks was given again to the covid officers within the clubs to help draw up return to play guidelines plans within their own clubs. In the second half of 2020 we sent the foundations to project Brave which was launched early this year and we will continue to develop this initiative for clubs and national squads. We had I-Know month in January 2021 which was also well received with work carried out putting on online resources for people and in conjunction with GB we moved coaching courses online and this continues to be an important tool for the members. Lead The Way was continued in 2020 with a new group of individuals on the programme and we will continue with this in future dates. Club pledge continued after the last AGM and praise was given to clubs who made the pledge who supported their own members and their extended communities.

Scottish Masters Hockey Ltd was formed in 2020 and we continue to work with their Board as they organise and prepare the 15 masters teams. The model that we have with them will also be used with the Thistles which is the domestic arm of the masters programme.

At the end of 2020 we launched the membership engagement initiative and thanks was given to those who took the time to participate in and give their views as part of the process. We received clear views on this and are working hard to act on these messages.

In early 2021 our nations squads returned to training although limited. Thanks was given to Andy Tennant and the team for the detail planning and work to allow access to pitch time that we have. Restrictions continue which meant the build-up for the womens team for the European championships was not the programme we would have liked however it was great credit to the team

to see them progress through the tournament even though it was not the outcome that they wanted with the build-up that they had they had a fantastic achievement. Further congratulations was made to Sarah Wilson who umpired her fourth consecutive European final which is a remarkable achievement.

The mens team are currently in training for the B division tournament in Poland in August and we hope that will go ahead as planned. Sadly, we had to withdraw both of our U19 European tournaments in Spain in July as Covid restrictions meant the likelihood of quarantining made the tournament unfeasible but congratulations to the performance team for creating a home nations event to allow these athletes some international experience this summer. Commiserations was given to all of our umpires and technical officials who had been appointed to various tournaments but the current landscape has resulted in them no longer able to fulfil the appointment. Congratulations was given to Sarah Robertson on her selection at the upcoming Olympic games.

Obviously we are disappointed and give our commiserations to Alan Forsyth and Amy Costello who came close to their final 16s but both with travel with their respective squads and we hope they also enjoy their Olympic experience. We are aware that there are many questions from the membership around this and it will be covered later in the meeting. Further congratulations was given to Sarah Wilson again and Martin Madden who although their Olympic umpire announcements were announced prior to the last AGM it was worth mentioning again today. Post Olympics, both Senior teams have the potential to be involved in world cup qualifiers. The Women are confirmed that they will be and depending on the result of the Men's Europeans in Poland will determine whether they also can play in their qualification tournament. These tournaments were not originally in the schedule for 2021 and as a result there is the potential of an extra strain on our finances which we are currently reviewing.

As everyone is aware, the position of the CEO is currently vacant and David Sweetman's service to Scottish Hockey was recognised and the chair wished him well in the future and hopes to see him again soon on the pitch as an umpire. The process to recruit a new CEO is currently ongoing and the interview process will be commencing soon with the intention to announce the appointment for the position by the end of July although the start date of the new CEO will be determined by the notice period that they may have in their existing contract and thanks was given to all those who have been involved in the recruitment process.

The current position was also given with the Glasgow National Hockey Centre. Scottish Hockey have a lease agreement on the property with Glasgow Life which runs to 2032. Glasgow life is a subsidiary of Glasgow City Council responsible for approximately 170 facilities across Glasgow. As a result of the pandemic and a reduction of their income they advised us they were unable to reopen the facility. The effect of this are fourfold. The office space, the inability to hold events, the restricted use of pitch space for our teams and the access for other users such as clubs and schools etc. This is clearly an issue for us and we are exploring a number of options but we do not have a quick fix. As part of the process we have registered interest in a possible asset transfer to allow us to operate the facility but we are in the very early stages of this. We have received figures from Glasgow Life around their operating costs and last year they had an operating loss of circa £200k in running the facility therefore we have to be careful with our decision making on the facility to ensure the best decision is reached for the business and the sport. Reassurance was given that we are working hard on this but we welcomed assistance from the members if they are able.

Thanks was given to John MacKenzie on his service as President during unprecedented times with Covid. In closing the report, thanks was also given to Angie Keith and Barbara Morgan for their time as Directors who are now stepping down.

### **Presidents Report**

John MacKenzie offered thanks to the members who took the time to attend the AGM. He started his report by saying it certainly has been an interesting time to be the President of Scottish Hockey. Due to lack of hockey being played he used this opportunity to offer thanks to a variety of groups who helped him during his presidency. He started thanking those who have worked in the front line battle against covid. We have within our sport doctors, nurses, consultants, paramedics, NHS administrators, statisticians, viral scientists, members of the police, fire and ambulance service and those who have helped keeping our supermarkets stocked and open. John spoke with a previous Director of Scottish Hockey just after the AGM in 2019 and asked what she thought he could do that would be beneficial for the support. The reply was simple, "get more volunteers involved". That seems to have been achieved but not to the levels some of us would have liked but it has been an amazing and humble experience speaking with people whom he never thought would engage with him.

Thanks was given to the volunteers on the membership management group and the management committee who worked for the benefits of all of the members of Scottish Hockey who came up with some amazing ideas to help take the sport forward, ultimately they have failed due to the backdrop of covid and hoped that in the future this will change. Special mention was given to our national coaches and their assistants who bring high profile to the sport to which without the appeal for new players would be less and he wished them well with all of the competitions that are being held within the current year. He also recognised the work of our national and district coaches who give up their time for little reward other than to see the success of their work. From the Board he thanked Barbara Morgan for her advice, guidance and for putting up with him when he was on a rant. He also suggested to Martin Shepherdson, Stewart Gilmour, Justine Westwood and Gareth Tenner are individuals who can help take the sport forward and wished them well for the future. He wished to thank the clubs, districts and schools coaches and individuals who have made a big input into the sport. This pandemic has ensured some friendships have been lost but others have been gained.

He thanked those who have kept him going particularly over the last 18 months. Their support has been remarkable when he was going through crazy business hours, when his phone was constantly ringing with hockey matters and his blood pressure was getting high – they have put up with everything that he has thrown at them. He concluded by wishing everyone well and that the sport can return to be competitive in the near future to some kind of normal.

The chair reiterated his thanks to John for his time in the role.

### **Officials convenor report**

Barbara Morgan said that her last report as officials convenor would be short. Season 2021 was quiet due to the lack of hockey being able to be played. We did through the I-know month and 3 sessions run through the districts get 129 people through their online level 1 which was a great achievement by all those involved included the districts hard work and collaboration and will now look to get all those candidates through their practical assessment as hockey resumes. On the

international front we have Sarah Wilson and Martin Madden involved in Pro-league and they have been in Germany and London performing their duties as has Scott Baird been in London as a match official. Our UMs (Ged Curran and Jean Duncan) continue to give advice to umpires on the international scene. This year Sarah was able to attend the Euronations which she umpired her fourth final, unfortunately Martin had to withdraw due to him being unable to have the time off for the isolation when he would have returned however we are delighted that they will both be representing GB at the Tokyo Olympics. We have also had a number of umpires and officials been appointed to international events but some of these have now been cancelled and others have also had to withdraw due to covid restrictions and guidelines making it impossible for them to perform their duties. The EHF are aware of this situation and none will be penalised as a result. Once things return to normal we will continue to provide representation on the international stage. She concluded by wishing her successor all the best in the role.

The chair again offered thanks to Barbara for her time and effort during her time as officials convenor.

### **Discipline Officer's report**

Ali Dick could only be heard rather than seen due to his IT issues however he advised that this is the shortest discipline report ever due to the fact we have had very little hockey. However, based on the number of games and the number of cards the behaviour of players has not been great. We have had one red card and 7 yellow cards but most of them were for ill time challenges but this is most likely due to the players not having many opportunities to play. We have had no appeals or discipline hearing and will endeavour to keep this at the same level going forward. Hopefully hockey will be played more next year but without any ill discipline.

The chair thanked him on his continuing work on discipline.

### **Election of Officials convenor**

Prior to the meeting statements were distributed to the membership from the two candidates – Alex Fedenczuk and Blair Thomson. Alex was given the opportunity to address the membership and Blair was unable to attend the meeting therefore his statement was read out by Jamie Frail on his behalf. Following this the vote was opened up and the results were Alex Fedenczuk – 20, Blair Thomson 25. As a result, Blair Thomson was appointed as Officials convenor and thanks was given to Alex for standing for the role.

### **Election of Discipline officer**

As a result of only one candidate being put forward for the role we do not need a vote to appoint Ali Dick but solely a proposer and seconder which was provided by Ali Bleach (Clydesdale) and Sian Henley (Waverly Inveresk Trinity). As a result, Ali Dick was re-appointed as discipline officer.

This completed the non-statutory business of the meeting as there were no topics notified to the Board in advance of the meeting within the prescribed timescale

### **AOCB**

The meeting was then opened up to the membership to ask questions and questions were asked around the situation with Glasgow Green, Olympic selection, social media, membership attainment and number of members paying full fees to which the Chair, Andy Tennant and Lloyd Sammeroff

addressed. The Chair welcomed any other questions being raised to anyone in the Board or staff at any time and thanked those who attended the meeting and all the people involved in the sport.

The meeting was closed at 8:45pm