



Scottish Hockey

**Minutes of the Twenty-Third Annual General Meeting of the Scottish Hockey Union Limited
held via Zoom on 19 June 2023.**

Attendees

Martin Shepherdson – Chair	Board Director
Karin McKenny	Board Director
Gareth Tenner	Board Director
Kareena Cuthbert	Board Director
Barry Cawte	Board Director / Staff – CEO
Jennifer Griffin	Staff
Lloyd Sammeroff	Staff – minute taker
Chris Duncan	Staff
Paul Elliott	Staff
Claire Sammeroff	Staff
Chris Anderson	Staff
Ailsa Maguire	Staff
George Thornton	Staff
Colleen Reid	Staff
Kelly Fillingham	Staff
Keith Macleod	Staff
Lewis Sinclair	Staff
Derek O’Riordan	sportscotland Partnership Manager
Jane Harvey	Board Director nominee
Scott McCubbin	Board Director nominee
Balvinder Sagoo	Board Director nominee
Lynne Forsyth	President Nominee
Craig Munro	Vice President Nominee / FMGM Monarchs
Jenny Grassick	Presenter regarding Heritage Group

The following clubs also had trustees in attendance:

Ayr
Berwick
Clydesdale
Dumfries
Dunfermline Carnegie
Edinburgh
Edinburgh University Ladies

Edinburgh University Men
Erskine Stewart Melville
Fjordhus Reivers
FMG Monarchs
Glasgow Academical Women
Glasgow University Men
Glasgow University Women
Grange Men
Grange Ladies
Granite City Wanderers
Grove Menzieshill
Harris
Hillhead Junior
Hillhead Ladies
Hillhead Men
Inverleith
Kelburne
Kelso
Kinross
Loch Lomond
Madras
Mary Erskine School
Rottenrow
St Andrews University
Troon
Watsonians
Western Wildcats

Welcome

The Chair (Martin Shepherdson) opened the meeting by welcoming everyone to the meeting. He advised that the meeting was being recorded. Upon checking, Lloyd Sammeroff confirmed that quorate had been achieved and that the business of the meeting could continue.

Moments Silence

A brief silence was held in memory of friends and family within the hockey community who have passed in the previous year.

Apologies

Apologies were noted from:
Justine Westwood – Board Director
Jamie Carnegie – Board Director

Voting

The chair reminded members that parts of the agenda do require a vote and that it is one vote per club. Therefore if there are more than one member(s) per club present at the meeting to please ensure only one cast a vote.

Meeting business

The agenda was shared with the membership showing the statutory areas of the meeting. The Chair advised that the agenda has been amended slightly from previous AGMs.

To approve the Minutes of the Twenty Second Annual General Meeting of the Company

The minutes of the previous meeting were shared in advance. The chair asked if there were any questions relating to the previous minutes to which there were none. Thereafter the minutes were approved by Maggie Conacher (Grange Ladies) and seconded by Murry Laing (Western Wildcats).

Annual Report

The Annual Report was also submitted in advance of the meeting. A few highlights were reiterated by the Chair; We have made great progress as an organisation on the reset phase of our progression. We have restructured the Committees in a way that links different parts of the organisation and also supports our staff team with oversight across all parts of the company. This, along with the staff restructure, positions us clearly for the next phase of the journey.

2022 showed a full season of hockey following the pandemic. As well as the domestic calendar, we had both Senior Squads competing in the Commonwealth Games. We also had a full rebrand, including a kit deal with our new partner New Balance. We also reset our partnership with **sportscotland**, who are our main funders, and we continue to build on that relationship which is very important to us. There is far more detail contained within the annual report and again the Chair recommended that the members read it in full. Not everything has developed as quickly and as smoothly as we would like, most notably the situation at Glasgow National Hockey Centre and we are working with their management team, Glasgow Life, to get a proper arrangement that allows us to continue using the centre in the way that we need. Progress has been made over the last few months and the situation is moving in a more positive direction.

The Chair also noted that within the annual reports, there is no discipline report, which has been a feature at AGMs in the past, however if it is of any interest to the membership please contact us and we can provide the report.

The Chair then opened up the floor to any questions on the annual report, to which there were none.

Annual Accounts

The accounts have been provided to the membership in advance of the meeting and once again, the Chair gave a brief overview of the highlights.

In 2022 we returned to a full normal year of operations following the pandemic and despite high levels of activity and progress we achieved a close to breakeven position. Credit was given to the staff for allowing us to do that. He noted that our reserves remain low for an organisation of our size and the turnover we report, which we must address over the coming years to build on our reserves. This is a condition of our funding with **sportscotland**. To assist in the ability to do so, we aim to increase our commercial revenues and the Board believe the progress made in the reset phase has put us in a strong position to enable this. The challenge remains as to how we build on existing relationships, whilst developing new ones, because we have to improve the ratio of the income levels received from members, **sportscotland** and other commercial activities.

The Chair then opened up the floor to any questions regarding the financial statements:

Ally Dick (Dunfermline Carnegie) asked questions around the debt owed by SHU Events Ltd and also enquired where the £120k income under “other” category originated from. It was explained that the SHU Events Ltd debt relates to the summer international games held at Uddingston HC (Euros and 4 Nations events) on our behalf and the recharge to SHU Events Ltd was not paid off by year end. The £120k income (and subsequent expenditure) also relates to these events, but as the income and expenditure broadly matches there was no impact on the P&L for Scottish Hockey’s accounts.

Lesley Wright (Inverleith) asked if the debt for SHU Events Ltd was recoverable or a ‘bad debt’? A response was provided informing that following the audit of the accounts, it was confirmed that this amount had been paid by SHU Events Ltd post year end and as such, is no longer a debt in the accounts. She also suggested that the Board consider producing consolidated accounts in future or provide as an

appendix. Lloyd Sammeroff (Senior Finance Officer) confirmed that the accounts for SHU Events Ltd are also published on Companies House, as they are a Limited Company, and so are already within the public domain. The Chair also confirmed that the Governance Committee will review the process of producing consolidated accounts in the future.

There were no further questions and so the accounts were proposed by Morris Kelly (Rottenrow) and seconded by Michael Mallon (Grange).

Auditors

Milne Craig have been our auditors for a number of years and we have been happy with the service they provide. We would like to maintain them for season 2023/24 however, in line with good corporate governance, we intend to instigate a tender process for the appointment of auditors for season 2024/25. The result of which will be announced at the next AGM. As such, we sought approval from the membership to use Milne Craig for one more year. Following an opportunity to ask any questions regarding this, to which there were none, the proposal was approved by Rachel Brewer (Clydesdale) and seconded by Andrew Montford (Kinross).

Board Nominated Directors

Since the last AGM, Stewart Gilmour stepped down from our Board after making a huge contribution to helping us update our fiscal policies. Stewart was an excellent Board member and continues to assist us by now being a Board member of SHU Events Ltd. When Stewart stepped down, we invited Kaz Cuthbert onto the Board, which she accepted and took on the role as our liaison with the board of GB Hockey.

Following this, earlier in the year we carried out a skills audit of the existing Board and identified the need to increase our expertise and experience in a few areas incorporating independent Board members, commercial skills, governance and E, D & I. We then launched a recruitment campaign and setup a Nominations Committee to vet, interview and propose new Board members. It was an extensive piece of work which resulted in very strong candidates being identified and as a result we wish to add Jane Harvey, Scott McCubbin and Balvinder Sagoo to the Board. As per our Articles of Association, there is a requirement for new Board members to be ratified by the membership at the AGM following the Board's nomination. Bio's of Kaz, Jane, Scott and Balvinder were circulated to the membership prior to the meeting and following an online poll being held at this point in the AGM, all nominations were individually ratified by the membership and the Chair welcomed them all onto the Board.

Membership fees 2023/24

The proposal for the fees was circulated to the membership in advance of the meeting, which showed that we are not looking to increase our fees for the coming season. There were no questions asked regarding the fees from the membership and this was approved following a proposer from Gerrold Kuijpers (Kinross) and seconded by Maggie Conacher (Grange Ladies).

President Election

Colin Fraser has been President for 2 years and is not seeking reappointment due to his own work commitments. Thanks was given to Colin for all his assistance over the last 2 years. As a result the role was advertised and we received one nomination for the role from Lynne Forsyth, whose bio has been sent in advance of the meeting. There were no questions regarding the nomination and so a poll was held at this point of the AGM to approve her appointment, to which after a short period of time this was confirmed by the Chair.

Vice-President Election

As Kaz Cuthbert is now a Board member, she can no longer remain as Vice-President. As such, the role for this position was also advertised. We received one nomination for this role which is from Craig Munro. Again, the bio circulated prior to the meeting and a poll was launched at this point in the AGM

for Craig to be approved, and after a short period of time his appointment was also confirmed by the Chair.

AOB

Hockey Heritage

Jenny Grassick gave an introduction and update on the heritage group.

An information document was supplied in advance of the meeting explaining the background, purpose and current status of the heritage group. The group are receiving support from Scottish Hockey with storage space on the server and access to social media channels. They are also in the process of developing their own website and email addresses.

The group are looking for information from clubs and districts on their own heritage, where collections are held, how these are recorded, including how and if records are being maintained. The hope is to have a Scottish Hockey museum to retain and showcase notional items of interest. Currently there are 6 members of the group and ideally would like all districts to be represented, but currently all are based within the central belt, apart from one member who is in North. They are looking for additional volunteers to come forward to assist with a variety of roles including collection and curation, club links, information gathering for existing and defunct clubs, district links for collation of historical information regarding district hockey. They also are looking for someone with a finance background, as well as a volunteer to link with Memories Scotland. Anyone interested in helping or who would like more information should contact Jenny Grassick at Jennygrassick@hotmail.co.uk

Questions from the membership

We received some questions in advance, however the Chair took the opportunity to remind the membership that questions can be asked to staff throughout the year and there is no need to wait until the AGM to raise them.

Murry Laing (Western Wildcats) asked prior to the meeting if Scottish Hockey have a list of clubs who video matches. Currently we don't have this, but clubs normally just ask each other but we will look at collating a formal list moving forward. He also asked around BRAVE Academy – what are the benefits and how we review it. The chair advised that everything is reviewed on a regular basis and BRAVE Academy is trying to produce good talented athletes to then enable them to progress to be top players. It takes time for results to be shown with this, but the programme is in regular review. Lastly he had asked how we can support umpires within the district. The Chair advised that the way we do this is by ensuring that the district umpire conveners are talking with each other, ensuring consistency of delivery, assessments and coaching as well as planning and developing opportunities. Within the staff structure at Scottish Hockey we are creating an Officials Manager role but as yet we have been unable to fulfil this role but are hoping to do so within the next recruitment cycle.

Ally Dick asked if there was an issue with accessing the meeting through the youtube link as it doesn't seem to be setup as advertised prior to the meeting. The Chair advised that any member can attend the Zoom meeting. Ally added that there had been communications that due to restrictions in attendee numbers it could be limited.

He also asked regarding the discipline report, as normally this would be provided, following which elections would be held for the post of Discipline Officer and Officials Convenor, asking what the situation is regarding these posts currently. The Chair advised that both individuals who currently hold these posts are happy to continue with the role and as per our Articles of Association, an annual vote is not required should both Scottish Hockey and the post holder be happy to continue in the role, so we are continuing with the status quo on these positions.

Ally added that there were rumors that there would be a change in the discipline process, in that it would no longer be the members judging the members and asked for clarity on this. The Chair replied that as part of our review we have been speaking with other governing bodies and **sportscotland** about discipline matters and there is a rule of thought that if people involved in a particular sport are judging

others within the same sport, there could be potential for prejudging individuals and conflicts of interest may arise. So it may be the case, that moving forward, we look to overcome this with sports assisting with discipline matters across sports out with their own, to provide more objectivity and independence. The code of ethics and the discipline process are also under review as part of the governance process.

Chris MacDonald mentioned that the communication of the changes over the last 12 months has not been great, asking for the membership to be better informed, for example about areas of the sport that are being reviewed and also communication between clubs, as well as progress with BRAVE Academy.

Ellie Nielsen (Edinburgh University Womens HC) asked question around teams being promoted within leagues but it was advised that this question related to the sport rather than the business of the organisation and as such, should be raised during the competitions forum and not during the AGM.

Maggie Conacher (Grange Ladies) mentioned that there are still teething systems with the new GMS and asked if there were any updates on the system. The Chair advised that there will be a training session before the start of the season from the system's developer – Who's The Umpire – so they can teach the membership how to use the system.

Morris Kelly (Rottenrow) asked if the functionality of the new GMS is going to be similar to Core, where the admins manage the players' details or the players manage it themselves. Barry Cawte confirmed that it will be a combination of both with administrator access for overarching details, but individuals can also update their own information.

Graham Irons (Grove Menzieshill) asked if it was possible to have details of the league and competition fees for the coming year so clubs can budget appropriately. Barry Cawte advised that these were issued to clubs last week circa Wednesday or Thursday and will ensure that Graham is sent a copy of these asap.

There were no further questions and so the Chair closed the meeting by thanking those who attended and for all the work the club leaders do to support the sport.