



**Avoca Hockey Club AGM
31st May 2021
Chaired by Caroline Daly**

1. Presidents Welcome

- The President welcomed everyone to the 2021 A.G.M. and was delighted so many were in attendance as the club celebrates 125 years.
- There have been huge amounts of positives despite the year. Changes to the coaching team DOH, ladies' and men's 1s both had new coaches and lots of younger aspiring coaches coming through all welcome.
- The juniors have enjoyed a good amount of hockey as restrictions were not as tight as they were for seniors.
- Accounts are looking in good order despite the year we have had. Covid funding and people paying their membership subs has really helped as some of our costs are fixed.
- Foxrock, Sion Hill and Newpark, both the school and Sports Centre, have been great supporting us back on the pitch.

2. Attendance/Apologies

See attached list.

3. Minutes of AGM 2020

Proposed by Lisa McCarthy.

Seconded by Aifric O'Malley.

4. Honorary Treasurer's Report – Lisa McCarthy

See attached report of accounts.

- Peter Agnew thanked Lisa for her fantastic work and said she is a real asset to the club.

5. Men's Section Report – Michael O'Neill

See attached.

6. Ladies' Section Report – Kate Rushe

See attached.

- Aifric O'Malley thanked Kate for all her work.
- Dennis O'Connor mentioned 44 participants had registered to the Give Hockey a Go; a dozen are brand new to the club! Dennis also wanted to thank Naomi Murphy and others who had carried the vets along over the past few years.
- Ben Geoghegan added huge thanks for Kate's great efforts from himself and the committee!
- Jonathan Cole reiterated all the excellent work Kate had put in.

7. Junior Boys Section Report – Emer Grogan

See attached

- Andrew Ramsay queried further information on the International Player Bursary Programme. Ben advised this programme is sponsored by an anonymous club member for the first time this year and has been set up to assist Avoca players playing at international level from junior to senior; this sponsorship covers player membership, equipment and travel, etc. 5 players have been included this year and it's been very well received.

8. Junior Girls Section Report –

i. Junior Junior Girls - Celine Furey

See attached

ii. Senior Junior Girls - Simon Rees

See attached

9. Director of Hockey Report – Rudi Wortmann

See attached

- Scott Rankin asked whether we are developing a specific style of play? Rudi said that the style is normally influenced by the coaches; it is included in the development plan and to be discussed further with the coaches as it's not set in stone and should be evaluated. Scott mentioned what is the likelihood of moving up the ranks; Rudi said the plan is there to enable players to progress and play at the right level.

10. Development Report – Paul Cronin

See attached

- Ben Geoghegan said that the effort Paul has put in is hugely appreciated.
- Andrew Ramsay said that the players perhaps do not appreciate the extent of the work that is put in by the board/committee behind the scenes and from the players who perhaps might not get involved as much, Andrew wanted to pass on his and the players' thanks. Andrew also queried the club's plans for a club house; Paul said there has been a lot of work going on in the background and solutions are being reviewed. There has been talk of a hockey facility and hopefully in the next few months the club can announce more on this as there is going to be a lot of fundraising required for this. Ben

said that the club's ambition is to include a clubhouse and if members want to get more involved Ben is happy to include them in this.

11. Election of Officers

| Position | Name | Proposed | Seconded |
|-----------------------------|----------------------|-----------------------|-----------------|
| Treasurer | Lisa McCarthy | Caroline Daly | Paul Cronin |
| Secretary | Al Robinson | Sebastian Perciavalle | Emer Grogan |
| Men's Captain | Michael O'Neill | Ben Geoghegan | Lisa McCarthy |
| Ladies Captain | Kate Rushe | Molly Cole | Aifric O'Malley |
| Girls Chair Competitive | Simon Rees | Paul Cronin | Emer Grogan |
| Girls Chair Non-Competitive | Celine Furey | Paul Cronin | Emer Grogan |
| Boys Chair | Emer Grogan | Simon Rees | Lisa McCarthy |
| Development | Vacant (Paul Cronin) | - | - |
| Director of Hockey | Rudi Wortmann | - | - |
| Vice-president | Paul Cronin | Dennis O'Connor | Simon Rees |
| President | Ben Geoghegan | Caroline Daly | Aifric O'Malley |

12. Election of New Members and Pavilion Members

Every player who paid and played for the 2020-21 season is accepted as a new member.

Proposed by Caroline Daly

Seconded by Ben Geoghegan

13. A.O.B

- Awards are in process for all those players that won awards but did not receive their trophies last season. All winners will be retaining their title for another year.
 - L1 Molly Cole, L2 Elisa Cullen, L3 Fiona O'Neill, L4 Siobhan Browne, L5 Eabha Lewis, U21 Eleanor King, U18 Erika Gallagher
 - M1 Richard Couse, M2 Robert Meagher, M3 Ian Keogh, M4 Scott Rankin, U21 Ben Schutte, U18 Oran O'Sullivan
 - Club awards 125k February challenge raising money for LauraLynn & Enable Ireland – special recognition goes to Cian Funge and Anna Richardson for their work on this.
 - The HD Judge Trophy is presented to a club member who is through and through and a massive congratulations to Kate Rushe on this award for all of her amazing work she has done for the club. Kate is now only the second recipient of this award.
 - The Club member of the year award; a yard of ale, is presented to the club member that whose work for the club has been unmeasurable and congratulations to Lisa McCarthy on this.
- Daragh Gleeson joined on the call as Dennis delivered proposals and updates suggested for the Memorandums & Articles.

- A question about gender balance was emailed in prior to the meeting – should there be something to prevent the board from being completely female/male. Daragh Gleeson mentioned there is a balance on what is put into your company document; more typically what is recommended is to have a separate document. Gender, Ethnicity and age all come into effect here. A varied skillset is also important when assembling a board.
- Jonathan Cole queried whether there should be a policy on the constitution; Daragh said that they would not normally recommend changing your constitution so frequently but rather recommends keeping a record of all the policies that need updating or changing.
- Aifric O'Malley queried whether it was the board's intention of implementing a diversity policy on the board. Caroline Daly said it was up to the incoming board to discuss. Ben Geoghegan said he sees the value and benefit of raising this with the board.
- Article 7.2.2 the board is comprised of 6-9 individuals and is having 9 directors not deemed to be excessive. The board has the power to have up to 9 board members; it is not obliged but can add three more members who have other skills. Under the new mems & arts there would be an elected chair, ex-officio is the president, vice-president, the treasurer and the two foundation directors making 6. Ben Geoghegan mentioned that finding volunteers is a crucial point and the directors are very conscious that the burden does not fall on a few shoulders but the weight is shared among many directors.
- In relation to the 2 foundation directors who are nominated – are 2 required? 2 were the trustees (Foundation Directors: Nigel Kingston and Peter Agnew) when we moved into an incorporate entity. The foundation directors have three more years to serve and need to find their successors. The majority are 4 elected directors which makes a nice balance. Jonathan Cole said this was just a continuation and that's there's no diversity – trustees was not a feature before and that 2 people can appoint their own successors – why should these two members have a right over the other directors. Jonathan Cole agrees that there should be one foundation director but two is a little overkill. Daragh Gleeson said there is a statutory power – members always have a right to remove a director and perhaps the company can choose. Jonathan Cole said that we should put something in place that we do not need to revisit. Caroline said that the previous Arts & Mems did not specify anything on the length of term of directors. Dennis mentioned that there was a vagueness and an absence of termination. The current board (President, vice President and Financial Director are automatically on the board; Dennis O'Connor and Peter Agnew were then appointed to the operating board) have been working on this for over a term and have brought it forward for approval by its members. Kate queried whether this was normal procedure of directors choosing the successor - Daragh said he had seen similar circumstances but it is not widespread. Daragh then mentioned

that if the vote isn't passed, then another meeting would need to be arranged. Sandra wanted to echo Jonathan's concerns and feels that the idea of directors nominating their successors does not seem to be fair. Paul Cronin believes this as a positive move in looking after the club. Caroline Daly advised the board could discuss the points raised tonight and review further.

- 3 directors appointed to the board – why the increase in the number of casual directors and the change of their term. Dennis O'Connor said that this was a practical measure to incorporate more skills. Jonathan Cole said there should be a facility for the directors to be elected. Dennis O'Connor said that it is common for boards to co-opt directors when needed. Daragh Gleeson advised that 4 members are elected, 2 founder members and then another 3 are co-opted. Sebastian Perciavalle acknowledged the continuance of keeping a club member with the same values of the club as a director while the members vote for the core of the board. Carl Breaden felt that 9 directors is perhaps excessive for a hockey club and perhaps this should be reduced.
- How are amendments to the mems & arts going to be processed going forward? Caroline Daly advised there are very different opinions but all we can do tonight is vote on what is put on the table.
- Sandra Boyle reiterated that she appreciates the work that has been put in by Nigel and Peter and is just saying she feels it is important to have a democratic process in electing directors.
- Kate Rushe queried the chairperson's role and its 4-year duration – when looking for a certain skillset, is a chairperson agreed between the directors or is this put out to the members? Daragh said that the chairperson is elected by the members. Kate queried that it is a huge role, it's a long 4-year term, there's no role description and it is a lot to take on. Daragh Gleeson agreed but it is a member decision and advised that a separate role description is recommended.
- Daragh Gleeson said that if the Memos & Arts is not approved then we continue on with the existing mems & arts. The meeting is adjourned and a new EGM is required within 14 days.
- Caroline Daly advised in relation to the nomination of the chairperson, acknowledged that this was an oversight in the agenda going out and should have been clearer.
- Daragh Gleeson said that the 13th June would be the time of the EGM. Caroline Daly proposed to adjourn till 10th June at 8pm. Under current Memos & arts, Ben Geoghegan, Paul Cronin and Lisa McCarthy can co-opt 2 other members. Caroline queried whether anyone could attend and Daragh confirmed this was the case.

14. Presidents Closing Comments

Caroline thanked everyone for their time, questions and comments and said it was really important that everyone had input into the running of their club. She further thanked the club secretary, supporters, sponsors, coaches, volunteers, parent managers & covid officers. Caroline also thanked her fellow board members and committee members; the past year had been very challenging but these members rose to the challenge. Caroline then thanked the club members and said it was an honour to be part of such a fantastic club. Caroline wished the incoming committee the very best of luck and wished the incoming president a successful term in office.