

The past twelve months has seen lots of on-pitch success stories, off-pitch changes, and an exciting platform for the future being established.

I'll start off by addressing the four goals I set out at last years AGM when I was elected to this role:

- New playing sub-committee – this has been very ably led by Richard Ross, with a greater sense of involvement with all the senior playing teams, and a template for the structure that has since arrived.
- Gender balance – The priority was to increase the number of women on the committee. This happened on this years Executive committee and the percentage of attendees will be even higher if the nominated officers are selected. But there is still work to do and it will be a continuing project to get more women in leadership roles.
- Welfare and behaviour – After a challenging couple of years, we have seen a decrease in the number of major welfare or behaviour related incidents compared to the preceding years. We have a more robust system of checks and clear policies that have contributed to an improvement in conduct. We must continue to strive as a club to allow everyone to feel safe and enjoy their hockey.
- Internal Communications – we introduced Pitchero, and whilst we undoubtedly have room to improve in its usage, it's been the most used club website/app in history. We will continue to strive to improve communications with the membership.

On the pitch, we saw resounding success for many of our teams who were promoted. The Ladies 1st XI, Men's 2nd XI and the Men's 4th XI both won their divisions, the Men's 5th XI also got promoted from 2nd. The Men's 1st XI played some of the most competitive and exciting hockey seen at the club for years, being rewarded with the 'Team of the Year' at the club awards, and a nomination for the same at the England Hockey awards.

The Junior section continues to thrive, discussed in more detail in Sally Dalton's report.

The number of 'off-season' activities continues to thrive, led by Sam Prebble's Mixed Tournament, Sandra Earley's Super 7's, and the Men's Summer League.

Off the pitch, we continue to be grateful for the myriad of fundraisers that occur during the year. Mollie Tuff's quiz for her marathon effort was a stand out, as was the Beer Festival which was as successful and enjoyable as it is every year. The men's and ladies side of the club finished their seasons with strongly attended dinners, and the junior section held a number of successful events.

Before moving on to the management committee and the new structure, I want to thank everyone at the club. Whether you have played matches, volunteered in a regular role, helped out with little bits and pieces, bought fresh ideas, have been here for years or

turned up mid-season. You all part of the fabric that makes this club tick. It has been another enjoyable season and we look forward to more of the same in the 25-26.

I am indebted to the two management committees that ran this year, both the Strategy and Development Group which put together the work at the end of this document, as well as looking ahead to the future. The Executive group most closely resembled the previous Management committee, which continued to focus on the day to the day running of the club. It has been a transition year for the management of the club, and below is an outline of the new structure we'll be implementing from the end of this AGM.

New Structure

The pre-existing club leadership structure has organically grown over the years to ensure the smooth running of the club. However, the organic growth has meant that the focus has predominantly been on the day to day running of the club rather than the strategic direction of the club and where the club is heading.

Our key issue at present is that we are probably at the limit of what we can offer without effecting change. And, in the absence of making conscious change, then the club will be likely to face matters that impact on the long-term interests of the club and its members. The key questions for us to address are therefore:

1. If the club wants to continue to expand (in terms of growing playing numbers and teams) can it do that in terms of its physical infrastructure and the willing capacity of its members to support that? What would the effort and purpose of expansion aim to achieve?
2. If the club want to maintain the current status quo is that a realistic aim and what are the implications of doing that? How would the club need to change to manage this process over the medium term

The restructure aims to ensure that equal time is spent within the leadership group focussing on the smooth running of the club, as well as the future direction and strategy for the club (and answering the above questions). This will help to ensure that the club continues to run as smoothly in 5 and 10 years' time as it does today.

New Structure Overview

- The new proposed club structure will have a far smaller Leadership Committee with sub committees focussing on each of the individual elements of the 5 leadership pillars. The 5 leadership pillars are
- Playing Committee – Responsible for the management of the club's senior league sides, including training, coaching and umpiring and the overall playing and match day experience of the club's members.

- Junior Section– Ensuring the continued smooth running of the Junior sides within the club.
- Club Development – Ensuring the club strategy continues to be managed including the delivery of projects that build towards the strategy . It will also focus on how the club generates revenue from outside of the core membership such as Fund Raising, Sponsorship and Events as well as continuing to develop the clubs online presence and communication strategy.
- Compliance and Safeguarding – Ensuring that the club is being run within the rules and regulations set out within its policies and as defined by external parties.
- Finance – Ensuring that we spend within our budgets and have a long-term plan for ensuring the club remains financially viable and the club assets continue to be maintained.

Each pillar will have its own subcommittee which will meet on a frequency to be defined and will report key issues and discussion points back into the leadership committee.