

**2010**

**ANNUAL REPORT**



*Waikato Hockey Association*





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*Appendix 1*

**Financial Statements and Reports**



## **OFFICERS**

### **Board of Directors**

*Owen Embling (Chairman)*  
*Mike ward*  
*Suresh Chiminal*  
*Truman Wee*  
*Doug Sommerville*  
*Gregg Brown*

### **President**

*Truman Wee*

### **WHA Staff**

*Declan Wyndham-Smith – CEO*  
*Denise Hill – Hockey Manager*  
*Kirsten Brinkworth – Accounts*  
*Jack Clayton – RDM*  
*Cat Finlayson – Kiwisport*  
*Hymie Gill – High Performance Manager*

### **Life Members**

*J Adams*  
*B Martin*  
*G Brennan*  
*H Wheeler*  
*G O'Brien*  
*J Baird*  
*M Baird*  
*D Meads*  
*C Watson*  
*B Rosemergy*  
*S Davis*  
*S Polglase*

### **Bank**

*Westpac Bank*

### **Auditor**

*BDO Waikato*

### **Solicitors**

*Beattie Rickman Legal*



## Sponsors and Funders

We would like to acknowledge the following funders and sponsors for their on-going support.





## **Waikato Hockey Association Board of Governance.**

### **Chairman's report - March 2011.**

*Our vision, New Zealand's leading hockey Association.*

*Our values, passion, trust, honesty, loyalty, teamwork, friendliness, respectfulness, professionalism and sportsmanship.*

*Our mission, provide an environment for the enjoyment, growth and development of hockey for all in the Waikato region.*

*It is with pleasure that I present my third report on behalf of the Waikato Hockey Association Board of Governance.*

*On behalf of your board I would thank everybody for their support through the current year, a year that has seen many challenges in our region, but nothing compared to the catastrophic events of Christchurch during the year. Our hearts and thoughts are with our friends in the Christchurch region as they rebuild their hockey community.*

*Last year we discussed what "Governance is" and what "Governance is not", this past year has seen your board acting in a professional manner providing excellent governance, whilst sometimes it's tempting to jump in and make operational decisions your board has resisted such temptation in the majority of cases.*

*Governance is a process of setting strategic direction and priorities. Governance is about monitoring and evaluating the organisational achievement.*

*Governance is not Management, rather to see that the organisation is well managed without doing the management itself.*

*I feel proud to have been able to Chair a dynamic board on behalf of the association. Your board whilst we have had some hearty discussions around challenges, have in every case unified and worked together towards the vision of being New Zealand's leading hockey Association, and this I thank every one of you.*

*This year has been one of formalising policies and procedures to improve practices within the hockey community, practices that involved coaching, high-performance, umpires and volunteers and players.*

*Your Board is very impressed with the operational team currently in place and have been assisting this team by providing guidance as needed on policies and procedures.*

*A complete review of health and safety policies and procedures was undertaken, ensuring that from an occupational health and safety perspective we are providing a safe environment for the hockey community.*

*A draft code of conduct and judicial process was developed providing guidelines for behaviour on the field and the Association's code of conduct. It also formalised the complaints process and provides opportunity for people to understand the judicial complaints process better.*

*December 2010 saw a decision made to move ahead with a replacement turf. This decision was inevitable as the playing surface on Turf two had deteriorated significantly over the last six months and was in need of replacement.*



## Waikato Hockey Association ANNUAL REPORT 2010



*The Perry foundation was instrumental in providing some funding at very short notice to ensure we could push ahead with our new playing surface.*

*Thank you to the Perry foundation for their responsiveness and assistance to our community needs.*

*Your board is committed to being fiscally prudent; to this end we are pleased to announce that this year we have seen a small surplus. Whilst the surplus is small the turnaround from the previous year is a significant improvement.*

*It is the board's objective to increase this surplus in the ensuing year without providing additional burden on players.*

*One of our objectives in the future is to ensure a small profit every year whilst enhancing the overall value proposition this will ensure that we have a sustainable program as regards future funding requirements, without additional financial pressures being applied to players.*

*I am exciting to be continuing this journey to build on the successful Waikato hockey programme, with over 3000 registered players in the region, with leadership positions in many areas of our Hockey programs, and a dynamic set of people operating in many areas of our association is an exciting time for us.*

*A challenge for the hockey community this year will be that of regionalisation, currently New Zealand hockey has given us some direction as regards regionalisation; your board is currently reviewing the impact of regionalisation on the hockey community.*

*It will be important that over the next months we clearly investigate the impact of regionalisation and how this regionalisation program can continue to add value to the Waikato region. Your thoughts will be necessary as we evaluate options going forward.*

*I think the challenge for your board this coming year will be to ensure that communication to the wider community is improved, that regular communication and newsletters provide a new level of communication around the activities and opportunities within the hockey community.*

*I thank you all for your continued support and look forward to being able to assist in the coming year.*

A handwritten signature in black ink, appearing to read 'Owen', is placed over a white rectangular background.

Owen Embling.  
Chairman Waikato hockey.



## CEO's Report

*2010 was a year of change for the Waikato Hockey Association, it saw the first full year of the new Board structure and the appointment of a new CEO.*

*The year started with WHA facing a loss of \$31,389 from 2009, the additional expense of a new CEO, a new governance structure which disempowered the Divisions, an increase in fees across all Divisions, and a number of uncertainties for all the volunteers and existing paid staff.*

*Well one year down the track I am proud to report that we have managed our way through all of these hurdles, it has not always been a painless process but with the excellent attitudes of our volunteers and office staff we are definitely getting there.*

*One of the by-products of the change in structure has been the reduction of the number of Accounting reports and general internal transfers. This has resulted in not only a much clearer way of reporting and budgeting for the future, but it has also freed up time within the office for some excellent proactive accounting reporting coming from Kirsten.*

*One of the first jobs I undertook with the Board was to confirm our strategic direction. A major project was undertaken in 2009 to do a strategic plan for WHA. This plan culminated in a 50+ page document setting the direction for WHA. As with any plan it needs to be a living document and all stakeholders need to be able to understand and see the direction. For this reason the Board and I undertook a major project to produce a 1 page Strategic Plan to take us through the next 3 years.*

*The Strategic Plan is the guiding principles for all we do at WHA, and sets our direction. It also forms an important part of our decision making as we check each major decision against it. My role in the organisation can be simply be defined as the person responsible and accountable for making this plan happen.*

*When we look at changes that have been made this year and things that will happen in the future it is easy to see how each one of these things fit into the plan. A good example is the way we have split participation out from High Performance. This has been done at a couple of levels, firstly the Divisions are no longer responsible for the rep programs and so have the ability to concentrate on running, improving and growing their competitions. We have a rep committee in place to organise the rep administration. On the other side of the rep program we have contracted out our High Performance program to Midlands, so Hymie Gill is our new High Performance Manager. This in turn frees up a lot of Jacks time to get into even more schools and encourage and train more coaches, a role he excels at.*

*Also for the children we have appointed Cat Finlayson as the Hockey Kiwisport Officer. With this role (jointly with Sport Waikato) Cat goes into schools throughout the Waikato introducing children to hockey with taster sessions in the lunch hours, after school sessions and holiday programs. What children wouldn't want to learn about hockey from a Blackstick?*

*Communication is another area we have tried to concentrate on. I personally love email as a way of communication, it is cheap, very quick and extremely targeted. Unfortunately as our Mini and Junior competitions are all played through schools, it is near impossible for us to obtain email addresses for all the players (parents or guardians of the younger children), so it is very difficult to actually get in touch with our Members directly. There are many privacy issues etc. that people quote for not asking for or supplying email addresses, but it is a limiting factor for any organisation not to be able to communicate with its customers. For this reason we will be undertaking a major email acquisition project around the turf in 2011. We have also launched a Facebook page and have 450 'friends' on there already and want to continue growing this medium of communication too.*

*Our new website is a big hit and much easier to use from an administration point of view as well as a user's perspective and my thanks certainly goes out to Denise who did all the work on it while at home recovering from a hip operation.*



*Also within the office we have done a lot of work ensuring that we have the structure, roles and responsibilities right for the future.*

*Another big change for the year was the canteen. We decided that we the Association would take the canteen back over and run it ourselves. I will happily admit there were teething problems, and some less than perfect outcomes. But again, we have come through that much stronger and wiser for the experiences. The reasons we took it back are still valid and will continue to be for the future. What I was trying to achieve from the canteen was;*

- 1. To improve the experience of hockey. I believe the hockey product has to offer more than just the game, the social side of sport is a very important ingredient to the experience.*
- 2. To earn another stream of income for the Association as the more income we generate the less reliance we have on fees.*
- 3. To be able to use the canteen for other 'fundraising' and event type activities. An example of this is the Umpires during the year doing canteen duties to earn most of the money for their new jackets. It is very difficult to do this when the canteen is run by an outside party as they naturally run it as a business, so certainly don't want to allow other functions, events and fundraising activities to be in competition with them.*
- 4. To have it open all the time hockey games are played throughout summer and winter. From an Association point of view we open some nights when we make 'a loss' from being open, but provide the service and certainty of knowing that if you are playing a game the canteen will be open. Again an outside party only wants to be open at profitable times.*

*Asset Management is an on-going function for WHA, there was much debate during the year as to whether the clubroom extensions or the new turf were most urgent (both are needed and wanted), however the turf project had to be done in the end as the old turf really wasn't playable after 10 ½ years of excellent service. That has not stopped the pavilion project, just delayed it slightly.*

*An area currently covered under administration by our Strategic Plan, but which is an increasing part of our organisation is events. 2010 saw us host a number of successful events such as a Test win for the Blacksticks women against Argentina, an Under 15 championship tournament, a rural schools tournament, an open day for new players, an NHL game, the opening day of Intercity etc..... We were also privileged to hold the Hockey Leaders conference here in Hamilton, bringing the CEO's and Board Members from throughout New Zealand for 2 days. The event side of things is certainly a growing area for us and one that will be very exciting in 2011.*

*While I was writing this report I started to think about my year. I guess moving to a new City, a new job, a new house, new schools for the boys and a new job for Malgosia. There has been a huge amount going on in our lives both in and out of hockey. Then I thought 'what would be my highlights for the year'..... well there have been quite a few.*

- 1. Meeting heaps of new people all with the same passion for hockey as me.*
- 2. Working in a really supportive environment with the Board and other staff.*
- 3. Every Saturday morning down at Gallagher is a highlight for me with over 800 kids and their parents enjoying themselves.*
- 4. Driving back into Auckland and getting stuck in traffic is a highlight for me, it reminds me why Hamilton is a cool place to live.*
- 5. And yes..... I am now quite partial to the sound of the cow bell too.*

*I am excited about the way 2011 has started and I know it is going to be an even bigger year than last year, but in a very positive way.*



## *Key Strategic Objective – 1. School Kids*

An area we lead New Zealand in is the number of Mini Kids we have playing hockey and the total number of children playing hockey in the Waikato is very impressive. We want to continue to increase this base and further encourage these children to choose Hockey for life.

Our Targets under our strategic plan are;

1. To get more children into hockey, aiming for a 5% per year increase in participation.
2. To achieve 80% retention of children once they leave school.
3. A fully documented development plan including stages for children and levels to achieve.
4. A fully documented plan for increasing the number and quality of coaches for juniors.
5. A minimum of 10 newly qualified coaches per year.

2010 major achievements

1. Employment of a Kiwisport Officer to undertake school visits and holiday programs, to increase the number of children introduced into hockey.
2. Rep program and participation program separated, giving RDM more opportunities to get into schools and train more coaches.
3. Funsticks program introduced for 4-6 year olds.



## *Key Strategic Objective – 2. Seniors and Clubs*

Whilst we lead the country in our junior programs our Club and senior numbers are not as good. We have major losses of players when they leave school (this is not only an issue for us, but for all sport) and so our senior numbers are low compared to our junior numbers.

Our Targets under our strategic plan are;

1. Research reasons for and ways of mitigating the percentage of young people who do not continue to play hockey once they leave school.
2. Strengthen Clubs including their Administration.
3. Have pathways and opportunities (i.e. Summer Hockey) for people to get into hockey as adults, either returning to the sport or entering for the first time.
4. Particularly strengthen the women's competition.

2010 major achievements

1. We facilitated the opportunity for Old Boys to enter a team in the school competition, made up of children who were not offered hockey at their school. Fraser Tech is organising a Girls team this year.
2. Learn to play day held at Gallagher Hockey Centre, which attracted a number of new players and is about to be repeated again.
3. Increased number into Summer Hockey, and good enquiry from that to play winter hockey.



## *Key Strategic Objective – 3. High Performance*

We have separated out our High Performance program from our participation programs, so each part of the organisation can concentrate on its specific needs.

Our Targets under our strategic plan are;

1. Rep Teams at National Tournaments achieve Top 4 finishes consistently.
2. More players achieving National status in all levels.
3. To improve the level of all Waikato Representative teams.
4. A documented pathway for players and officials to help them achieve their potential.
5. A closer working relationship with Midlands to avoid crossovers and get a consistent direction.

2010 major achievements

1. A contracted agreement with Midlands and the appointment of Hymie Gill as High Performance Manager for Waikato Hockey.
2. A documented High Performance plan.



## *Key Strategic Objective – 4. Asset Management*

Our aim under Asset Management is to provide World Class hockey facilities in Hamilton. The Gallagher Hockey Centre currently has 2 water turfs and a pavilion. There are definite needs for better shower and toilet facilities at the centre.

Hockey NZ are completing an Infrastructure and Facilities project which will set out the facilities required for hosting tournaments and Test matches, we have seen the first draft of the Plan and know that our projected building plan would meet all the requirements of a Tier 2 venue and would go close to a Tier 1. This would mean that we could host most major Tournaments and Tests for Teams ranked 7 and below in the World.

2011 will see more progress towards the funding of the pavilion upgrade and the laying of replacement Turf 2.

### 2010 major achievements

1. Ordering of a new Turf to replace the number 2 turf at the Gallagher Hockey Centre.
2. Over \$250,000 of grants towards our facilities projects.







## *Key Strategic Objective – 5. Administration / Communication*

The role of the Waikato Hockey Association is to deliver all hockey in the Waikato. To do this we need superior administration services and excellent communication.

Our Targets under our strategic plan are;

1. Well document policies and procedures for all parts of the association.
2. To have email addresses for all our players (or their parents/guardians for the younger children) so we can communicate effectively and efficiently.
3. A written communication plan.
4. A written plan of the structures and responsibilities within Waikato Hockey association..

2010 major achievements

1. Waikato Hockey Association office restructured and roles and responsibilities reviewed.
2. New website launched.
3. Facebook Page Launched.



## Events

We have had a very busy year for events at Waikato Hockey. Partly this was due to changing our focus on some of the games etc. that happen each year and trying to focus on treating them as individual events that need planning and are designed to give visitors and players an experience that is over and above the hockey itself.

### Events Held in 2010

- Test win for the Blacksticks women against Argentina.
- Under 15 championship tournament.
- Rural schools tournament.
- Open day for new players.
- NHL game vs. North Harbour
- Opening day of Intercity, with all teams playing in Hamilton
- Hockey Leaders Conference for CEO's and Board Members from throughout New Zealand for 2 days.
- National Maori Hockey Tournament





## Representative Results

Listed below are the results from the Waikato Rep teams attending National Tournaments in 2010, and in comparison to 2009 results.

	2009	2010
Hatch Cup	13	11
Collier Trophy	4	13
Under 15 Boys	11	6
Under 15 Boys Development	Did not play	9
Under 15 Girls	6	3
Under 15 Girls Development	6	6
Under 18 Boys	2	3
Under 18 Girls	5	5
Senior Men's	7	Did not play
Senior Woman's	Did not play	Did not play



Special mention should go to the Year 5/6 Girls A Team who won the McGrath Regional Tournament.



## Coaches and Managers

Thanks goes to all the below Rep Coaches and Managers who gave their time to help out with the rep program.

<b>Team</b>	<b>Coach</b>	<b>Assistant Coach</b>	<b>Manager</b>
Men's Masters 40+	Maurice Payne		Stu Sutherland
Women's Masters 35+	Geoff Currie		Sue Gregory
Women's Masters 50+	Doug Sommerville		Linda Stewart
Under 18 Boys A	Charles Viljoen		Keith Rees-Gibbs
Under 18 Girls A	Michelle Locke (co)	Robyn Polley (co)	Jane Eyres
Under 15 Boys A	Doug Sommerville	Richard Baggs	Jo Luckin
Under 15 Boys Development	Truman Wee	Jack Clayton	Sonja Hazleton
Under 15 Girls A	Catherine McLean	Naaz Shah	Kim Davey
Under 15 Girls Development	Belinda Wilson	Pam Froger	Lynette Burroughs
Hatch Boys	Russ Brennan		Malgosia Wyndham-Smith
Hatch Boys Development	Matthew Scoble		Linda McLachlan
Collier Girls	Annelise Viljoen		Janice Lapwood
Collier Girls Development	Alastair Kerr		Janine Friend
Year 5/6 Boys A	Robyn Wells	Jo Luckin	David Rolls
Year 5/6 Boys Development	Maggie Vickers	Toni Vickers	Sonja Hazleton
Year 5/6 Girls A	Bruce Milne		Liz Allen
Year 5/6 Girls Development	Nicki Nesbit		Sue Megchelse



## Higher Honours

Congratulations to those Waikato Players who represented New Zealand at various levels.

Our Junior National representatives for 2010 were

Junior Blacksticks	N Ross
Junior Blacksticks	H Inglis
Junior Academy	L Velzian
Junior Academy	K Tanner
Junior Academy	Z Woods
Junior Academy	M Rees-Gibbs
NZ Youth Olympics	L Velzian
NZ Youth Olympics	K Wilson
NZ Youth Olympics	J Chisholm



**NZ Premier Honours in 2010 were gained by**

C Eshuis – Blacksticks Women

C Finlayson – Blacksticks Women





## *Past Presidents & Chairmen*

The past Presidents of Waikato Hockey Association are;

1988	D Meads
1989	D Meads
1990	D Meads
1991	D Meads
1992	D Meads
1993	B Daldy
1994	B Daldy
1995	B Daldy
1996	B Daldy
1997	G O'Brien
1998	G O'Brien
1999	G O'Brien
2000	G O'Brien
2001	G O'Brien
2002	P Cawkwell
2003	P Cawkwell
2004	P Cawkwell
2005	P Cawkwell
2006	P Cawkwell
2007	P Cawkwell
2008	S Polglase
2009	S Polglase
2010	T Wee

We currently have only had one Chairman of our new Board structure

2010	O Embling
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## Special Awards

Waikato Hockey has always been and continues to be served by a vast array of excellent volunteers, some of these volunteers who have been recognised on the regional and national stage are;

1992	D Meads	(Sport Waikato – Administration Award)
1993	L Farrell	(Sport Waikato – Umpire Award)
1994	C Gilmer	(FIH DIP of Merit)
1995	C Gilmer	(Sport Waikato – Service to Sport Award)
1995	D Meads	(NZHF Pakistan Trophy)
1995	S Davies	(NZHF Service to Hockey Award)
1996	M Smith	(Sport Waikato – Fair Play Award)
1996	G Haste	(NZHF Service to Hockey Award)
1996	G O’Brien	(NZHF Life Membership)
1997	B Rosemergy	(NZHF Service to Hockey Award)
1998	S Polglase	(NZHF Service to Hockey Award)
1999	C Gribble	(Sport Waikato – Umpire of the Year)
2001	D Lennox	(NZHF Service to Hockey Award)
2001	C Watson	(NZHF Service to Hockey Award)
2001	C Cribble	(Sport Waikato – Umpire of the Year)
2001	N Thistlewaite	(Sport Waikato – Administrator of the Year)
2001	G O’Brien	(Sport Waikato – Service to Sport)
2003	S Polglase	(Sport Waikato – Service to Sport)
2005	B Nichol	(FIH Global Youth Leadership Awards)
2005	E Snodgrass	(FIH Global Youth Leadership Awards)
2005	D Kerr	(FIH Global Youth Leadership Awards)
2006	S McLeish	(Sport Waikato – Service to Sport)
2006	B Milne	(HNZ Service Award)
2006	S Polglase	(HNZ Service Award)
2007	B Nichol	(HNZ Service Award)
2007	G Haste	(FIH Leadership Award)
2007	J Wood	(HNZ Service Award)
2007	B Rosemergy	(HNZ Service Award)

## *Future Records and Statistics*

There are many players who have had impressive Hockey careers in the Waikato, I know of people who have played Rep hockey from Year 5/6 Rep Teams all the way through to Masters level, playing hundreds of games in the Waikato colours over the years. But unfortunately we do not have accurate enough records to reward and celebrate these achievements.

For this reason with effect from the 2011 season we are collecting the data and will start reporting it in next year's Annual Report. We are going database all games played for Waikato as well as the goals scored. To constitute a game played the player must get on the field, not just be on the card.

To all you players from the past and the present, we are sorry that we did not start this process earlier so we could celebrate your outstanding efforts..... but we will from now on.







## *Club / School Participation Numbers*

2010 saw more increases in our player numbers. Now within the Waikato Hockey Association we have 3,140 registered players and have 1,115 summer players.

The winter players have increased from 3,082 to 3,140 and the summer numbers have increased from 780 to 1,115.

### Winter Hockey Players

	2009	2010
Mini	1259	1299
Primary	429	507
Secondary	962	936
Open Grade	432	398
<b>Total</b>	<b>3082</b>	<b>3140</b>



## Club / School Results

The competition winners for 2010 are;

### Intermediate Winners 2010

Premier Grade	St Peters 1st X1
A Grade	Morrinsville A
B Grade	Southcity HCS Centurians
C Grade	Horotiu Hurricanes
D Grade	Flying Mooses
E Grade	St Andrews / Hamilton West

### Secondary Winners 2010

Boys Gallagher	Te Kuiti Boys 1st X1	
Girls D	St Peters Girls 4th X1	Matamata Girls 2nd X1
Boys D	Otorohanga Boys	
Girls Gallagher	Diocesan Girls Junior B	
Girls C	Cambridge High Girls 1st X1	
Boys C	St Peters 2nd X1	
Girls B	Matamata Girls 1st X1	
Boys B	HBHS Dev A	
Girls A	Diocesan Girls 1st X1	
Boys A	HBHS 1st X1	

### MEN

<b>Premier</b>	Presidents Round	Hooper Cup	Fraser Tech
<b>Reserve</b>	Presidents Round	WHA Doug Gracie Cup	New World
<b>Third Division</b>	Presidents Round	Des Meads Trophy	Suburbs Pastits

### WOMEN

<b>Premier</b>	President's Round	President's Trophy	Fraser Tech
<b>Senior Reserve</b>	President's Round	WWHA Cup	Te Awamutu Blue
<b>Third Division</b>	President's Round	HWWA Cup	Marist

### MEN

<b>Premier</b>	Intercity		n/a
<b>Reserve</b>	Round 2	HHA Sheild	New World
<b>Third Division</b>	Round 2	Andy Papesch Cup	Suburbs Pastits

### WOMEN

<b>Premier</b>	Intercity		n/a
<b>Senior Reserve</b>	Round 2	HLHA Pretty	Hamilton Old Girls / Te Awamutu Blue
<b>Third Division</b>	Round 2	Robinson Cup	Te Awamutu Green

### MEN

<b>Premier</b>	Championship Round	Monteith & Parker Cup	Hamilton Old Boys
<b>Reserve</b>	Championship Round	Gardiner Cup	New World / Suburbs
<b>Third Division</b>	Championship Round	Wayne Boyd Cup	Deepak

### WOMEN

<b>Premier</b>	Championship Round	HLHC Brewis Cup	Te Awamutu
<b>Senior Reserve</b>	Championship Round	Cambridge Classics	Te Awamutu Blue
<b>Third Division</b>	Championship Round	The Tanner Cup	Marist



## WHA Prizes

Congratulations to all the Trophy winners for 2010.

<b>MEN</b>	Overall	Transtours Trophy	Fraser Tech
<b>WOMEN</b>	Overall	Howden Sheild	Fraser Tech

Category	Trophy Awarded	Recipient
<b>Services to WHA</b>	Reece Hodgson Memorial	Truman Wee
<b>Best Sporting Team</b>	Rosebowl	Suburbs Women
<b>Best &amp; Fairest Player</b>	WF Goodwill Trophy	Justin Butcher
<b>Players Umpire OTY</b>	<i>No trophy</i>	Mike Ward
<b>Young Male Player Of the Year</b>	Colt's Trophy	Zach Woods
<b>Young Female Player Of the Year</b>	Gore Taxi Cup	Lydia Velzian
<b>Premier Male Player Of the Year</b>	WHA Cup	Craig Armstrong
<b>Premier Female Player Of the Year</b>	WHA Cup	Clarissa Eshuis
<b>Championship Club</b>	Killip Memorial Sheild	Suburbs