| | |
|---|---|
| | **Waverley Hockey Club Incorporated**<br>**ABN 44 023 477 348**<br><br>**Annual General Meeting 2024**<br><br>Unconfirmed Minutes |

**Unconfirmed Minutes of the Waverley Hockey Club Inc. Annual General Meeting held at 7.00pm, Tuesday 10 December 2024 in Clubhouse and via Teams**

**Meeting Opened:** 7:18 pm

1. **Attendance**

**Present (in-person)**

Mark Adams
Liam Anastasio
Drew Ashton
Jacob Batch
Steve Batch
Liam Daley
Kirsten Davis (Secretary)
Lachie Gerling
Nick Gerling (Exec)
Nikki Gerling (Chair, President)
Julius Gottstein (Exec)
Benjamin Graven
Chris Graven (Exec)
Mitchell Harman
Stephen Head
Casey Henderson (Treasurer)
Sue-Anne Hocking
Riley Maddock
Ash Matheson
Gemma Mattrow
Joshua May
Ken Moore
Andrew Poppenbeek
Ben Poppenbeek
Zac Poppenbeek
Archie Richards
Jackie Saddington
Matt Steffans
Rebecca Thompson
Damon Vaughan
Kiana Wallace

**Present (via teams)**

Roger Andrews
Alexandra Backman
Geoff Greaves (Exec)
Matt Sturgeon
Brett Thompson

**Present (via proxy)**

Nil

**Apologies**

Jan Mattrow
Bruce Morley
David Robertson

**Quorum met (min 30)** - 36 members in attendance

2. **Items for Discussion/Decision**

| Item | Discussion |
|---|---|
| **Acknowledgement of Country** | Kirsten opened the meeting by acknowledging the Wurundjeri people as traditional owners and paying respect to all Elders, past and present. |
| **Confirmation of Previous AGM Minutes (2023)** | AGM Minutes (2023) – Printed copies and QR code to PDF copy<br><br>**Motion #1** |

| | |
|---|---|
| | That the unconfirmed Minutes of the 2023 AGM be confirmed as a true and accurate record.<br><br>**Moved:** Drew Ashton<br>**Seconded:** Mark Adams<br><br>Carried unanimously |
| **President Report** | Nikki welcomed everyone to the AGM.<br><br>Nikki referenced the 'President Report' in the 2024 Annual Report. From this report she discussed:<br><br>▪ The continued off-field pressures off field pressures that now exists for community sporting clubs. It has become more onerous in terms of the expectations of our stakeholders, whether that's the lease owner (Monash Council) and their requirements to continue on this property, whether it's Hockey Victoria or the other sporting bodies that govern sport in the state of Victoria, or even broader stakeholders such as the government with regards to ongoing discussions for a second ground and the legal framework in which we operate, including the National Integrity framework, which now governs in particular the under 18 age group and activities on and off the field, in and out of the schoolroom in in any public environment.<br>▪ The frustration of this because the core purpose of this club is to field hockey games and that's what we want the majority of our members to spend the majority of their time doing. But there's no doubt it does mean that we continue to have an increased burden from a volunteering point of view. We have too many people still doing too much, but we have a lot of people across the club doing something.<br>▪ This year there was a lot of work done around what needs to happen when there is an issue, when a player is reported, when there is a conflict between WHC and another club and when there is a conflict within our club between members. The level of expectation with regards to the governance that goes around how these things are investigated, and the level of support that needs to happen.<br>▪ There is certainly situations this year that haven't been handled as well as they could have, but it is an area that we have invested a huge amount of time in, both actively undertaking what's required to the best of our ability, but also trying to identify people that can help. Chris Graven, as part of her portfolio under the Safe Hockey banner, part of diversity, inclusion and well-being, as well as Rudy and Liza and others have done an amazing effort this year.<br><br>Nikki mentioned the following key people/areas:<br><br>▪ The role of Hockey Director (shared by Matt Barca and Julius Gottstein). This is a role that the club has established to shift away from Unit committee leads being on the Executive. Matt Barca stepped down just towards the end of the year, but did a huge amount of work prior and that portfolio continues to try and balance between helping the unit committees get teams on the field and all of the governance and upskilling requirements that HV put on us under our League Entry Criteria. |

| | |
|---|---|
| | ▪ The Junior committee did an amazing job, led by Brett Thompson for the first part of the year and then by Mel, Drew and Nick.<br>▪ The women's committee led by Alex Bachman and men's committee led by Matt Sturgeon.<br>▪ The member protection safe hockey space and the small subcommittee that managed a huge number of challenging issues throughout the year. A huge thank you to Chris Graven and Liza Greaves and Rudy Lameijn for the amount of work they did this year and they continue to do.<br>▪ The special rounds and the running of Pride round for the first time.<br>▪ Bronwyn Maddock who held two roles on the Executive – Operations Director and Revenue and Partnerships.<br>▪ The players for their support of the player sponsorship programme that continues to be really successful and especially Damon for his amazing support on getting the shirts done again and all of the other support to the sponsorship programme that he did behind the scenes.<br>▪ Uniform and merchandise:<br>    ▪ This year under Jan Metro's guidance we moved to an external provider. Jan researched, interviewed, got quotes from and did design work with multiple suppliers, looked at the fabrics, made sure the players were happy with them. At the start of the year we launched the new uniform and it has been progressively rolled out throughout the year.<br>    ▪ Jan and a small team of volunteers have been selling the old stock, as well as the new uniform and merchandise from Grey's.<br>    ▪ Under the Grey's arrangement, members must order within specific ordering windows, but we no long holding stock, which over time is going will have a big impact to our PNL. It also has the benefit of being a more modern range of merchandise.<br><br>Nikki closed by acknowledging the club and unit awards:<br>▪ The men's award this year went to Zane Holloway, the women's award went to Natasha Taipsen and the junior award went to Liam McMillan.<br>▪ The Founders Award this year went to Lachlan Steinford.<br>▪ This year we instigated a new award this year called the Merit Award. This award was an initiative to bridge the gap between Life Membership and Founders Award. The inaugural winners this year were Ally and Matt Barca.<br><br>Nikki opened the floor to questions:<br>    ▪ Nil questions were raised |
| **Treasurer Report** | Casey began by expressing his thanks and appreciation to Nikki for all her hard work as club President and the guidance and support she has provided over many years.<br><br>Casey presented the audited Financial Statements for year ending 30 September, 2024 to members.<br>▪ The club had a net deficit of $29,051 (compared to a $56,508 surplus in FY23). |

| | |
|---|---|
| | ▪ This was mostly attributed to the disposal of the synthetic ground and the increased interest expense related to the loan for the new synthetic ground. The pitch was not depreciated as quickly as it should have been so there was 2 years life left on the books at the start of the year. This has meant that when the pitch was disposed of, the value of it needed to be written off. It is not a cash impact, it's an accounting treatment of disposing of the pitch at that point in time.<br>▪ The other contributor to the deficit is uniform as when we sell uniform, the cost of that stock is incurred at the point it's sold rather than at the point it was purchased. Some over ordering in the past and lots of stock sitting there that we've had to sort of sell cheaper this year to get rid of the Kookaburra uniform. We have however seen a significant decrease in the amount of uniform stock held on hand.<br>▪ The club's cash position is very strong.<br>▪ Casey also thanked everyone who donated money at the start of the year towards a pitch replacement as well as everyone who dedicates time and effort, particularly things like Canteen and Jan with the uniforms. It really does help the club financially in a massive way.<br><br>Casey opened the floor to questions –<br>▪ Nil questions were raised. |
| **Constitution Change** | Nikki took the floor to discuss the proposed Constitution change. A copy of the proposed change was available online prior to the meeting. Copies were also available to read during the meeting via paper or QR code for online.<br><br>Nikki discussed the change:<br>▪ There were a number of challenges this year with regards to on field and off field behaviour and the way the Constitution is currently written, the executive don't have the ability to take any action if a member breaches a policy. If there is a grievance raised by the other member, we can do something about it, but if the other member doesn't feel comfortable raising that grievance, which we have seen a couple of examples of recently and certainly many examples of over my time, the executive cannot step in and take any action.<br>▪ The changes that are being proposed in the constitution gives the executive the ability to act if a member breaches a club policy and also gives the club the ability to move to a resolution should mediation not be successful.<br>▪ The changes also consider that under Safe Hockey and the National Integrity Framework, we are obliged to take action when we have members, a coach or a team manager who don't behave appropriately, say for example towards a young person.<br>▪ The changes are focused on adding in additional rights for our members to make sure that when they're involved in a dispute, when a complaint has been raised, if they are a part of a complaint or grievance process, that they have rights. |

<table>
<tr><td></td><td colspan="3">
<ul>
<li>The changes also remove of some of the specifics about how the complaint or grievance process might work, bringing it into line with modern day Constitutions.</li>
<li>Lachie Steinfort assisted with the drafting of the changes, ensuring correct legal language use and that member protection was strengthened, not reduced, from the changes.</li>
</ul>
Motion #2<br>That the updated Constitution be approved.<br><br>Moved: Drew Ashton<br>Seconded: Nick Gerling<br><br>Carried unanimously</td></tr>
<tr><td>Elections</td><td colspan="3">Nikki passed the Chair to Kirsten Davis to be the Returning Officer for elections.<br><br>The Returning Officer declared all positions open.<br><br>Kirsten explained that nominations have been received via an official form prior to this meeting, with eligible candidates nominated and seconded. However, nominations will still be accepted from the floor.</td></tr>
<tr><td rowspan="3">President</td><td>Nominee</td><td>Nominator</td><td>Seconder</td></tr>
<tr><td>Nikki Gerling</td><td>Nick Gerling</td><td>Casey Henderson</td></tr>
<tr><td colspan="3">Nikki Gerling declared elected unopposed</td></tr>
<tr><td rowspan="3">Secretary</td><td>Nominee</td><td>Nominator</td><td>Seconder</td></tr>
<tr><td>Kirsten Davis</td><td>Julius Gottstein</td><td>Casey Henderson</td></tr>
<tr><td colspan="3">Kirsten Davis declared elected unopposed</td></tr>
<tr><td rowspan="3">Treasurer</td><td>Nominee</td><td>Nominator</td><td>Seconder</td></tr>
<tr><td>Casey Henderson</td><td>Chris Graven</td><td>Kirsten Davis</td></tr>
<tr><td colspan="3">Casey Henderson declared elected unopposed</td></tr>
<tr><td rowspan="3">Co-Hockey Director</td><td>Nominee</td><td>Nominator</td><td>Seconder</td></tr>
<tr><td>Julius Gottstein</td><td>Kirsten Davis</td><td>Casey Henderson</td></tr>
<tr><td colspan="3">Jules Gottstein declared elected unopposed</td></tr>
<tr><td rowspan="3">Co-Hockey Director</td><td>Nominee</td><td>Nominator</td><td>Seconder</td></tr>
<tr><td>Travis Brooks</td><td>Kirsten Davis</td><td>Casey Henderson</td></tr>
<tr><td colspan="3">Travis Brooks declared elected unopposed</td></tr>
<tr><td rowspan="3">Executive Committee<br>Revenue & Partnerships</td><td>Nominee</td><td>Nominator</td><td>Seconder</td></tr>
<tr><td></td><td></td><td></td></tr>
<tr><td colspan="3">Position declared vacant</td></tr>
<tr><td>Executive Committee</td><td>Nominee</td><td>Nominator</td><td>Seconder</td></tr>
</table>

<table>
<tr><td rowspan="2">Registrar</td><td>Nick Gerling</td><td>Nikki Gerling</td><td>Casey Henderson</td></tr>
<tr><td colspan="3">Nick Gerling declared elected unopposed</td></tr>
<tr><td rowspan="3">Executive Committee<br>Communication</td><td>Nominee</td><td>Nominator</td><td>Seconder</td></tr>
<tr><td>Geoff Greaves</td><td>Julius Gottstein</td><td>Kirsten Davis</td></tr>
<tr><td colspan="3">Geoff Greaves declared elected unopposed</td></tr>
<tr><td rowspan="3">Executive Committee<br>Operations – off field</td><td>Nominee</td><td>Nominator</td><td>Seconder</td></tr>
<tr><td></td><td></td><td></td></tr>
<tr><td colspan="3">Position declared vacant</td></tr>
<tr><td rowspan="3">Executive Committee<br>Operations – facilities</td><td>Nominee</td><td>Nominator</td><td>Seconder</td></tr>
<tr><td></td><td></td><td></td></tr>
<tr><td colspan="3">Position declared vacant</td></tr>
<tr><td rowspan="3">Executive Committee<br>Diversity, Inclusion & Welfare</td><td>Nominee</td><td>Nominator</td><td>Seconder</td></tr>
<tr><td>Chris Graven</td><td>Kirsten Davis</td><td>Casey Henderson</td></tr>
<tr><td colspan="3">Chris Graven declared elected unopposed</td></tr>
<tr><td>Nomination of Life Members</td><td colspan="3">Nikki explained that Life membership may be conferred upon any present or past Ordinary Member or Social Member by vote of Members at a general meeting. A Life membership can also be considered in retrospect. The Nominations committee (comprising existing Life Members) proposed one nominee, Brenda Powell (2006) in retrospect, who was endorsed by the Executive and is now submitted for resolution at this general meeting.<br><br>Nikki highlighted some of Brenda’s achievements.<br><br>Brenda Powell (2006)<br>▪ Brenda worked tirelessly for the club over her 30 years plus of involvement including 24 years as a player, four years as Women's President, three years as Women's Unit Secretary, 2 years as the Executive Committee Secretary, two years as the Melbourne Women's Hockey Association delegate, several years coaching junior teams and many, many years of involvement as an umpire and umpire coordinator.<br>▪ Brenda also won the 1984 Westpac Trophy Field Umpiring and most impressively has been a Waverly Hockey Club Founders Award recipient twice, once in 1987 and again in 2005, showing consistent volunteering efforts over multiple decades.<br><br>It was moved:<br>That Brenda Powell be conferred for Life Membership (2006).<br><br>Moved: Jackie Saddington<br>Seconded: Ken Moore<br>Motion carried</td></tr>
</table>

| | |
|---|---|
| **General Business** | Ken Moore asked for an update with fundraising for the dugouts.<br>▪ Nikki explained that the money that had been raised is in the facilities fund but we are still short of the money required.<br>▪ An initial design was done however more research has recently been done into other more standard dugouts that other clubs have. These are still not cheap and the club also has to consider that the council must oversee any work done and will not allow us to directly manage the project.<br>▪ The dugouts are just one of a number of project the future facilities committee is managing and they must be balanced with the other future needs of the club. |

3. **Date of next Annual General meeting:** December 2025

**Meeting closed**: 8:31pm