



## Northern Sydney and Beaches Hockey Association

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# Annual Report

November 2019

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## 1 President's Report

In 2019, the fifth year of operations for the Northern Sydney and Beaches Hockey Association (**NSBHA, NSB Hockey, the Association**), I wish take this opportunity to further commend the contributions of the so many volunteers who together have helped in delivering a significant set of achievements. This year has been a watershed in the short life of NSBHA and we look forward with great excitement to building further upon the strong foundations being assembled:

- In 2019, NSBHA was conferred \$2.75M in grant funding towards the first wet-turf and club-house hockey facility in our catchment area, as proposed at Barra Brui Oval, with project development progressing in earnest through Ku-ring-gai Council. A particular thanks to the significant contribution of Di Brown, Christine Cannon and Jeremy Boyse in successfully shepherding this initiative forward for NSBHA. We look forward to the prospect of this new facility becoming available to our local hockey community within 2021.
- After years of persistence, there is a growing sense that the landscape towards local facilities is finally turning in hockey's favour. On the upper north shore, KHC continues and the Barra Brui Hockey Centre project is under development. On the lower north shore, tangible commitments have been offered through North Sydney Council towards a new sporting precinct, including an artificial-surface hockey field, within the next 5-10 years. On the Beaches corridor, several prospects remain possible over the medium term with the possibility of partnering with a private school intent upon establishing a greenfield sporting complex in Ingleaside. In the meantime, discussions via the Northern Beaches Council are ongoing. NSBHA will need more assistance to pursue these opportunities successfully and to enable the establishment of new local hockey propositions from these venues. We'd certainly invite your consideration to get involved with the NSBHA team in support of local hockey.
- NSBHA has taken significant steps towards growing a portfolio of local competition offerings. A great thanks to Cathy Clark who has come on board NSBHA Committee to help us consolidate existing activities and pilot new propositions. NSBHA is firmly focused upon developing successful local hockey activities as a core strategy towards growth.
- The representative program continues to grow, with particular pride in further trailblazing achievements. At junior level, NSBHA is moving towards a program that will offer every nominee a participation route. New Representative Academy initiatives will allow those who aren't selected in a team to benefit from ongoing training, development and exposure.
- Beyond this, our representative teams have acquitted themselves with distinction again across all age groups and genders;
- The NSBHA representative program is large and growing. We are the largest participant Association in state championships, across both field and indoor hockey, and I am truly appreciative of the wonderful band of volunteer representative administrators, selectors, coaches and managers who come together for the benefit of so many;



***NSBHA U15 Girls – State Champions 2019, Division 1***

- NSBHA crowned Division 1 champions of outdoor U15 Girls, Division 3 champions in U13 Girls, Division 2 Champions in U13 Boys and Division 3 Champions in U15 Boys. An outstanding honourable mention also to our U11G 1s who finished 1st in Division 1 in the annual Kim Small Shield event at Tamworth. Our Masters Women again represented strongly with the o55/1s team joint GF winners;
- NSBHA Women's Masters teams competing in the SWHL competition enjoying strong participation (6 teams) and great results. All teams made semi-finals and NSB2 finished as premiers;
- NSBHA continuing to operate at low cost thanks to the generous contribution of many volunteers. The financial position is solid albeit the operating profit of \$18,544 is down on previous years, largely as commitments made to support the growth of participation in the Rep program. Membership fees have enabled the further accumulation of surpluses into a fund for future infrastructure projects in our area (\$173,020 as at end-September 2019);
- NSBHA continues to explore opportunities that might support a medium-term future for the ailing Ku-ring-gai Hockey Centre.
- Significant discussions were undertaken during 2019 with both the North Shore Women's Hockey Association and the Warringah Hockey Association in search of pathways to allow the parties to work effectively together in the interests of local hockey. We are optimistic of the prospects since emerging;





- An ongoing Development agenda for players, coaches and umpires is open to all NSBHA hockey stakeholders. Initiatives delivered through local clubs (pre-season clinics and coaching accreditations) and Hockey NSW (Centre of Development, Sydney Metro Academy, Athlete Acceleration Program, grass-root programs in schools, WHA clinics) have provided a combination of investments in growth, grass-roots development and talent acceleration.
- Thanks to Mark Hewitt-Park who kindly undertook the planned task of migrating the NSBHA website onto the Revolutionise platform early this year. In doing so, NSBHA has been able to trim costs through consolidating onto a single platform.



A full summary of progress on the Key Performance Areas identified in the NSBHA Business Plan (Jan 2018 – Dec 2020, updated September 2019) is shown in Appendix 4 of this Annual Report.

Nonetheless, challenges are ever present. Amongst those most pressing:

- NSBHA is always looking for more volunteer help ... administrators, coaches, managers, competition convenors. Volunteering is a rewarding way to contribute and with more assistance NSBHA can better maintain and build our service offering;

There are many I'd like to take this opportunity to thank for their contribution to the successful operations of NSBHA, including:

- The NSBHA Committee;
- The NSBHA Representative Hockey sub-committee;
- The NSBHA Women's Masters Committee;
- The pool of coaches, managers, selectors and administrators of NSBHA representative teams;
- The key organisers of NSBHA local competitions including Cathy Clark, Sharon Willson, Belinda Kellaway, Christine Cannon, Jim Peters and Robbie Muir.

Finally, I wish to thank the membership for this opportunity to serve and in expressing my appreciation of the generous support that has been shown to your NSBHA Committee. I look forward to further consolidations and progress for hockey in our area over 2020.

*David Johnston*

*President, NSBHA*





## 2 Treasurer's Report

This year's financials show an increase in turnover due the introduction of new competitions and the growing Representative program. The competitions overall returned a profit, however the growing Representative program produced a significant loss due to keeping with previously set policies around maximum charges to players. We also incurred extra accounting costs this year associated with setting up with Xero with the assistance Sports Accounting Australia. Overall, NSBHA has made an \$18,544 profit which is lower than previous years and directly affects the funds we are able to set aside to fund future facilities.

It is to be noted that we have agreed to pay bookkeeping from 1<sup>st</sup> October 2019 for the review & lodgement of quarterly BAS which will need to be factored into future budgeting.

Recommendations to the Committee:

- Reassess Representative Fee policies and increase fees charged commensurate with the costs of the programs
- Seek Sponsorship to assist with the growing cost of the Representative program
- Reassess NSBHA Membership fees which have not been increased since 2014
- Increase the promotion of the ability to redeem Active Kids Vouchers through NSBHA competitions & programs

*Christine Cannon*

*Treasurer, NSBHA*



### 3 Representative Convenor's Report

It would be fair to say the rep season began with a baptism of fire. Despite taking over a well-established rep program, there were several unusual scenarios with the U18G teams that tested our rep selection policy and that has resulted in it being reviewed and updated. A good outcome!

The rep committee have been a sterling support and their ongoing efforts have been essential to the running of both the indoor and outdoor programs. The NSBHA community is very fortunate to have such a dedicated group leading the way.

Rep Committee – all of whom I am delighted to say are continuing in 2020; Mark Hewitt-Park (Indoor), Becky Bland, Fi Telfer, Sarah Evans, Cristina Cannon (umpires), Nicky Coghill (uniforms) and helpers: Sali Hepples (admin), Cath Mantis (equipment).

At this point I would like to acknowledge Sali Hepples who has been a huge support to me in the role as reps convenor. She brings a wealth of knowledge and experience to the management of the program, drawing upon her involvements as a team manager (2 teams in 2019), a parent and a critical friend of procedures and practice. The program has been enriched by her involvement.



The indoor program is indebted to Mark Hewitt-Park whose energy is boundless. The participation rate has increased as is evident in the following table. At the time of writing, the indoor teams are preparing for the first of the HNSW State Championships.

	Team Numbers									
	2019		2018		2017		2016		2015	
	FSC	ISC	FSC	ISC	FSC	ISC	FSC	ISC	FSC	ISC
U13G	3	3	3	2	3	2	2	2	2	3
U13B	1	2	1	1	2	1	-	1	-	1
U15G	3	3	2	2	2	2	2	2	2	2
U15B	1	1	1	1	-	-	-	-	-	-
U18G	2	2 *	2	1	1	1	1	1	1	1
U18B	-	-	-	-	-	-	-	-	-	-
Open W	1	1 *	1	1	1	1	1	1	1	1
Open M	1	-	1	-	1	-	1	-	1	-
FSC = Field State Championships, ISC = Indoor State Championships										
* at time of compilation teams not selected yet – predicted number <b>increase</b> in team entries = increase in rep players										



2019 NSBHA Rep Field Results		
Age Group	Division	Place
U11G1	Tamworth Div 1	1 <sup>st</sup>
U11G2	Tamworth Div 2	3 <sup>rd</sup>
U11B	Tamworth Div 2	Tba
U13G1	Div 1	9 <sup>th</sup>
U13G2	Div 3	2 <sup>nd</sup>
U13G3	Div 4	1 <sup>st</sup>
U13B	Div 2	1 <sup>st</sup>
U15G1	Div 1	1 <sup>st</sup>
U15G2	Div 2	8 <sup>th</sup>
U15G3	Div 4	2 <sup>nd</sup>
U15B	Div 3	1 <sup>st</sup>
U18G1	Div 1	4 <sup>th</sup>
U18G2	Div 3	5 <sup>th</sup>
Open Women	Div 1	4 <sup>th</sup>
Open Men	Div 1	7 <sup>th</sup>

## Selections

- Introduced senior NSBHA players to selection trials to build capacity and increase the number of people involved (essential with increased numbers at trials to ensure all athletes were seen and data gathered).



- GK trials were essential with the number of GKs nominating and being of a high quality. Dedicated trials were important. This is an area for further consideration and development in years to come.

- Introduction of NSBHA Academy at U11 & U13 for boys and girls (not needed at U15s as all players were included in teams). This concept replaced the previous model of naming 'shadows'. The idea being that all participants who attend trials are selected in something. The emphasis of inclusion and hockey development was well received. As the numbers were small it was possible to include their respective training sessions alongside their NSBHA cohort (which provided opportunities for combined elements as appropriate). A nominal fee of \$60 was charged for 5 sessions.

NSBHA Academy - Participants in 2019							
U11G	U11B	U13G	U13B	U15G	U15B	U18G	U18B
7	--	2	--	3	--	N/A	N/A

### Player Fees

Player fees remained the same as the previous year but there are some issues with the rep program not being self-funding in some age groups. One significant change for 2020 will be that GKs pay the full fee. It is acknowledged that whilst they do have the additional expense of purchasing equipment, clubs typically offer a reduced registration fee but for reps they are needed to pay their way.

Player Fees in 2019 – Field State Championship									
U11G	U11B	U13G	U13B	U15G	U15B	U18G	U18B	OW *	OM *
\$350	\$350	\$450	\$450	\$450	\$450	\$450	N/A	\$400	\$160
Player Fees in 2019 – Indoor State Championship									
U11G	U11B	U13G	U13B	U15G	U15B	U18G	U18B	OW	OM
\$75	\$75	\$250	\$250	\$250	\$250	\$000	N/A	\$145	N/A

\* OW & OM teams – GK paid full fee



## Coaches & Managers

We were fortunate to have a dedicated group of volunteers coaching and managing each of our teams. Feedback from this group has indicated that at FSC at the U13 & U15 age groups additional assistance is required if accommodated as a team. We will be looking to improve communication and support to these important helpers in 2020.

It was pleasing to have a diverse set of experience and ages in our coaching staff. We attracted new staff and there were a number of our senior players involved in coaching our junior teams; Jamie Langham, Harry Tanswell, Sarah Wynn-Taylor, Linda Nixon and Sarah Johnston are current players and the product of the representative system. Not only do they have current hockey knowledge but they are positive role models for our girls.

Coaches prepared to offer additional training sessions for players; eg. Danielle Leong and Simon Miller prepared to offer specialist GK sessions for all under age GK's. Having specialist GKs attend trials and training to share their expertise.

## Revolutionise

We continue to learn and expand the utilization capabilities of Revolutionise. The migration from the old website to this new platform has been successfully completed. Thank you to Mark Hewitt-Park for his expertise in this space.

## Feedback

Surveys were sent to players and management of all teams U11s – Opens, with a response rate of 52/116 ie. 45%. The main findings were:

- Players value the social side highly;
- 81% rated their experience as being very satisfied;
- Highlights were centred around team dynamics and participating in carnivals;
- Coaches and managers acknowledged as doing a great job;
- Of the 56 player related responses, only one indicated not returning (strong feelings about the expectations of a 'rep' team that were out of alignment with NSBHA philosophy).







## Indoor

On reflection, I am very proud of a number of achievements for the rep program this year:

- Involving and building capacity in new volunteers as selectors, coaches and managers in both field and indoor programs as well as retaining those from previous years;
- Competitive teams across age ranges and divisions – suggesting quality of hockey played and coaching staff, cohesive and happy teams;
- Boys program building through the age groups, working towards our first U18 team to complete the pathway from U11s to Opens;
- Open Mens team had representatives from more NSBHA clubs; UTS, GNS and Manly;
- High participation rates across age groups;
- Introduction of Academy programs – a positive inclusion for those who just miss team selections;
- Use of specialist GK's to cater for a specific set of participants;
- Majority of feedback very positive about rep experience across age ranges and divisions;
- Development of umpires from grassroots to recognition at FSC U15 with a Development Award;
- Holding the first NSBHA Celebration – an informal get together for the volunteers to recognise the significant contributions these people make to NSBHA hockey.

I would also like to take this opportunity to thank the NSBHA Executive for their tireless work and ongoing support of the rep program.

*Sharon Johnston*

*Representative Hockey Convenor, NSBHA*



## 4 Women's Masters Hockey

### *Highlights for the year*

- 6 teams competed in the SWHL women's masters competition with all 6 teams making the semi-finals, three progressing to the grand final and one team finishing overall winner.
- NSB-UTS1 & NSB2 finished Minor Premiers for the season.
- 7 teams played for NSB at the NSW State Championships at Coffs Harbour with three teams making the finals. The o55/1s team were joint GF winners and were undefeated all tournament.
- 25 players from NSB represented NSW in their respective age division at the Australian Championships held in the Gold Coast, Qld in October.
- 9 players from NSB have been selected as members or shadows of their respective Australian teams to compete in the 2020 World Cup events.

### *Women's Masters Committee*

The NSB Women's Masters committee for 2019 comprises:

Kim Dunkin – Convenor

Christine Hanbury-Brown – Treasurer

Annie McCraith, Gabrielle Whelan – Registrars

Bridie Treloar, Elaine Trodden – Umpiring and SWHL meetings

Pamela Forbes – NSW State Championships co-ordinator

As my first year in the Convenor role it has been slightly daunting but I would like to say a big thank you to Diana Brown who handed-over to me and has been a font of knowledge, and to the rest of the committee for their amazing help and support. These ladies put in a lot of time and effort in the background to make the NSBHA Masters hockey season run smoothly, and all deserve a huge thank you.

Not forgetting the Coaches and Managers for each team, as well as the Umpires, Selectors, State Champs team Managers and other people who have given their time throughout the year, many thanks to you all.

### *SWHL Women's Masters Competition*

As an association, NSB fielded 6 teams in the SWHL master's competition. Two in Division one (NSB1, NSB/UTS1), one team in Division 2 (NSB2), two teams in division 3 (NSB3 and NSB/UTS2) and one team in Division 4 (NSB4).

Our season kicked-off with 2 trials held in February at the Ryde Hockey Centre, with a large turnout that included several new-to-NSB players who we welcomed to our club.

All 6 teams had a successful season, making the the semi-finals. In division one, NSB-UTS1 finished as Minor Premiers, but lost the 2nd semi-final and so did not secure a grand final spot.

NSB 1 finished 3rd on the ladder in Division 1 but won through the semi-final rounds to make it to the Grand Final. They played SEHA in a tight game but lost 2-1.

In Division two, NSB 2 were first on the ladder but then lost their 1st semi-final to MSW and so had to play through the long way to reach the Grand Final. They faced MSW once again in the GF and this time came out on top to win 1-0. Congratulations to this team finishing Minor and Major premieres!



NSB 2 –  
Winners in  
Division 2

In division three, NSB3 finished equal top-of-the-ladder on points with MSW2 but just behind them on goal difference. These 2 teams went to battle in the Grand Final but sadly our NSB 2 went down 4-1, leaving them as runners-up.

Also in Division 3, NSB/UTS2 made it through to the Final and were defeated 1-0 by our NSB 2 team which knocked them out of the GF.

In division four, NSB4 finished 3rd on the ladder and progressed to the Finals. They played Sydney South and lost 1-0 which ended their season.

Congratulations to all players for a great season. At the time of putting together the Annual Report our end-of-season Presentation Night had not yet been held, so our Best & Fairest could not yet be announced.

Our officials for 2019 are:

Team	Coach	Manager
NSB 1	Annette Vervoort	Louise King
NSB-UTS 1	Jimmy Birkefeld	Donna Parsons
NSB 2	Martin Bishop	Gretchen Gamble
NSB 3	Tamara Sewell	Jenny Evans
NSB-UTS 2		Ellen Tsoi
NSB 4	Fiona Gilvear	Sharon Gilvear



### ***NSW State Championships Bathurst 25-28 July***

This year was a full-state tournament which meant 4 days of competition and 110 teams from all over NSW competing across 16 divisions. NSB fielded a total of 7 teams in the following Divisions: 2 in o35/1's, 1 in o40/1's, 1 in o40/2's, 1 in o40/3's, 1 in o50/1's and 1 in o55/1's. A lot of work to co-ordinate teams, coaches, Managers, Accom and Umpires! Thanks to everyone who pitched in.

The State Champs tournaments are great fun, creating great memories, making wonderful friends, and also some fantastic hockey, successful or otherwise! Always difficult having so many of our games played on grass which can see some interesting results.



*NSB White – GF  
Runners-up o35  
Div 1*

NSB White team in o35's Div 1 made the Grand Final but were pipped by Bathurst 1-0.

Our o50/1s team also made the Grand Final but went down to Manning Valley 3-0.



*O50/1s – GF  
runners-up*

Our best performing team was in the o55s Div 1 who drew 1-1 with Goulburn in the Grand Final therefore finishing up joint winners, but this team did not lose a game all tournament. Congrats team!



*O55/1s – GF  
Joint winners*

Other teams finished in various spots in their pools but all had a fantastic time.

We enjoyed an association dinner on the Saturday Night at Jack Duggan's Irish pub, which had a "Matching" theme and saw some interesting outfits ! Only our 40/1s team attended the State Champions dinner hosted by Bathurst which was themed Black and White, the photo's don't do justice to this 'angelic' lot!

Congratulations to all players and in particular a huge thank you to the Coaches and Managers. As our Presentation Night has not yet been held we are not announcing the Best and Fairest players since not all teams had announced their winners at the end of the tournament.



*The 40/1s "Nuns and the Bishop" at the B&W theme dinner.*



Team	Coach	Manager
NSB 1r o35/1	Annette Vervoort	Louise Kling
NSB 2w o35/1	Jimmy Birkefeld	Donna Parsons
NSB 3 o40/1	Martin Bishop	Gretchen Gamble
NSB 4 o40/2	Amy Firth	Amy Firth
NSB 5 o40/3	Jenny Evans	Jenny Evans
NSB 6 o50/1	Tam Sewell	Sally Williams
NSB 7 o55/1	Fiona Gilvear	Sharon Gilvear



O35/1s  
Blue  
team



O40/3s  
team





O40/2s  
team



O40/1s  
team

**Australian Championships**  
**Gold Coast, Qld 26 Sept – 5 Oct**



It is with much pride to report that NSB had 25 players & 2 Officials represent NSW in the Women's Masters Australian Championships. These people are:

O35s	O40s	O45s	
Ina Cadorin	Sarah Cleave	Margreet Leeftink (GK)	
Julia Wilson	Kristie Greville	Leisa Morgan	
Claire Charles (GK)	Amanda Meech (GK)		
Fiona Clark	Georgina Gunner		
Shannon Sainsbury	Katrina Brown		
Official: Gretchen Gamble (Manager)	Simone Keiser (GK)		
O50s	O55s	O60s	O65s
Michelle Breytenbach	Donna Parsons	Christine Hanbury-Brown	Betsy Bewsher
Christine Cannon	Angela Carpini		Julie Humble
Shauna Baldwin	Joanne Crosland		
	Pamela Forbes	Official: Annette Vervoort (Coach)	
	Gabrielle Whelan		
	Hannah Thorley		

The Australian Championships were a great success for all involved. NSW received Gold Medals in the 50s, 60s & 65s, Silver in the 45s & 55s and Bronze Medals in the 40s. 35s finished 4th. Congratulations to all players involved.

### ***Australian Representatives***

The following NSB players were selected at the Nationals to represent Australia at the World Cup Series in 2020:

40s - Amanda Meech. (Shadow: Kristie Greville, Assistant Coach: Annette Vervoort)

50s - Christine Cannon

55s - Michelle Breytenbach, Joanne Crosland, Hannah Thorley (Shadow: Donna Parsons)

60s – Christine Hanbury-Brown, Gabrielle Whelan.

### ***Virtual Honour Board***

The Virtual Honour board is available online and will be updated after our presentation night on the 23rd October with the 2019 winners.

### ***Women's Masters financials***

Attached is the financial report for Women's Masters for 2019.

### ***Thanks***



A final note of thanks to all the players who support NSB and to all the volunteers, coaches, umpires and officials who give of their time so generously to hockey.

*Kim Duncan*  
*Convenor*  
*NSBHA Masters' Committee*



## 5 Development Convenor's Report

Andy van Pelt continues as the Regional Coaching Coordinator (RCC) in our area. The RCC role provided through Hockey NSW is partly funded the member affiliation contributions from NSBHA and facilitates approximately 20% of their time to NSBHA development.



Priorities outlined by NSBHA for Andy were spread across the strategy areas highlighted above. In particular, Andy has been directed towards using his skills and availability to stimulate grass-roots interest in hockey via introductory programs in schools and in establishing complementary new local competitions to capture early participation interest. Initiatives contributed to by our RCC include:

- Centre of Development programs
- Pittwater RSL small-sided hockey competition
- Coach education and accreditations - practical evaluations
- Umpiring education – Terrey Hills/Warringah
- Umpire education and accreditations - practical evaluations
- School introductory programs and the Schools' Gala Day
- SMA – The Sydney Metro Academy: In the past NSBHA has had girls involved in this program and for the first time in 2019/2020 we have been able to secure a full complement of 8 boys participating. This is a positive step for NSBHA in promoting and developing the boys in our association.





I am also pleased to report that the relationships across member clubs with NSBHA have facilitated on-going leverage of our limited Development resources through stronger collaborations and shared initiatives. In particular, key Development initiatives from member Clubs in our area open to all NSBHA members. Cross-NSBHA participation in these club led programs continues to demonstrate a strong spirit of collaboration and cooperation.

Specifically, club hosted NSBHA-open Development initiatives in 2019 included:

Feb	GNS	Pre-Season Academy	7-17 years	120 participants	KHC
	GNS	Community & L1 Coaching	NA	10 participants	KHC
Mar	GNS	U9 and U11 Carnival	6-10 years	50 participants	KHC
Jul	WHA	Player clinics	5-17 years	300 participants	Curl Curl

*Vacant*

*Development Convenor, NSBHA*

## 6 Facility Convenor's Report

2019 was a landmark year for facilities progress with financial support from Government enabling the team to push forward on bringing a new facility to our NSBHA members.

As an association our aspiration is to have 3-4 artificial hockey pitches in our catchment area providing much needed local facilities to our hockey community. Targeted areas are St Ives, Northern Beaches and North Sydney / Cammeray.

See below updates on these facilities in our NSBHA catchment area.

### Existing

- a) **Ku-ring-gai Hockey Centre Upgrades:** Grant requests for lighting upgrades to this facility are currently running through the Service NSW processes.

These grants will enable Ku-ring-gai facility to continue to support the current usage for the community.

Currently this facility is being used for training, junior competitions, our new mid-week competitions and Ladies on Sundays.



*The commissioning of a new scoreboard at KHC in 2019  
thanks to a State govt grant and sponsor support (Xpress Promotions)*

### New/Proposed

- a) **Barra Brui:** Early in 2019 we were successful in our requests for grants through 2 government bodies,



- a. Greater Sydney Sports Facilities Fund for \$2.25M
- b. Federal grant for \$500k

This incredible injection of grant funding now brings substantial momentum to this hockey facility proposal. The facilities team have been working with Ku-ring-gai Council over the past 8 months around the Barra Brui Oval site. These actions include community consultation, environmental impact assessment and native heritage review amongst a few.

Only when Council have been able to finally confirm a planning approval will we have a clear pathway to proceed and build, but this recent grant success is undoubtedly a very significant milestone towards our aspiration for a fabulous new local hockey facility.

I wish to acknowledge several very special contributions in what has been a massive team effort so far. The contributions coming from the NSW State Government through the minister for sport Stuart Ayres and from the Ku-ring-gai Council supported by their executive organisation have proven huge recognitions in the case for local hockey. In particular, local members of parliament Jonathan O'Dea (Davidson) and Alister Henskens (Ku-ring-gai) have both been instrumental behind the scenes, whilst similar work for hockey from Felicity Wilson (North Shore) and James Griffin (Manly) I feel sure have also played their part. Hockey NSW have been magnificent for us, with David Thompson and Craig Beed both peddling tremendously hard for hockey in our area. Lastly, but most importantly, my deep thanks to NSBHA's Dave Johnston, Di Brown and Christine Cannon, whose tireless energy and professionalism has played such a vital part in the long processes with Council, the political stakeholders and most recently the GSSFF grant agency.

- b) **The Beaches:** The coalition of local hockey stakeholders, clubs and Associations continues to work with the Northern Beaches Council towards a potential new artificial surface hockey site/complex. In the coming months there will expressions of interest around one specific site and I will be able to provide further information once this is made public. Other options have been suggested by council and we continue to review and seek out the best option for a well-situated facility.
- c) **North Sydney:** Options continue to be canvassed with North Sydney Council towards a potential artificial-surface field in the area made suitable for contemporary hockey needs.

We do hope that 2020 brings further good news and that NSBHA members will have a local water-based hockey facility to utilize soon.

Any further information or updates can be found on the locations link in our website.

<https://www.nsbhockey.com.au/about/locations/>

*Jeremy Boyse*

*Facilities Convenor, NSBHA*





## 7 Competition Convenor's Inaugural Report

What a year!

NSBHA is certainly gifted with many talented players from ages 4 – 74, males and females across grass, turf, reps, masters and more!!! We have Officials whom give so much time for our beloved sport. Not to mention the volunteers, parents and clubs, teams and umpires that keep us busy all year round.



This is our first report on Competitions, I'm not really sure where to start so I guess the beginning.

On top of our many turf comps we play across the ages, over the last 2 years we have laying foundations to grow our mid-week comps throughout the year.

In 2019 we flagged many areas to target growth for our area. The NSBHA Committee have spent many hours working on advertising via social media, our own contacts, schools, clubs and local communities where we set up to run these new formats.

Competition Name	Competition Field	Competition Numbers
<i>Terms 2&amp;3 6-aside Monday Nights</i>	<i>Ku-ring-gai Hockey Centre</i>	<i>18 – 26 players (varied)</i>
<i>Term 3 Students Train and Play afternoons</i>	<i>Ku-ring-gai Hockey Centre</i>	<i>43 players (increase 100%)</i>
<i>2019 HBC 5 aside Summer</i>	<i>Harbord Bowling club Kik off centre</i>	<i>62 players (increase 100%)</i>
<i>2019 HBC 5aside Winter</i>	<i>Harbord Bowling club Kik off centre</i>	<i>35 players (increase 33%)</i>
<i>2019 HBC 5aside Spring</i>	<i>Harbord Bowling club Kik off centre</i>	<i>102 players so far, registrations still open</i>
<i>2019 WHA Winter Grass</i>	<i>Frank Gray &amp; Mick Pawley Ovals</i>	<i>676 players - down on last year</i>



The HBC Spring comp has been going for over 7 years and is loved by all. It continues to grow and bring in new players to our game. There are no semis finals. We have end of comp pizza and drinks for each team, and a great family keep our skills going atmosphere. We employ umpires and coaches we have quite a few new adults and kids wanting to play so we run separate skills sessions that lead into games. Each year we introduce a new comp which are also hits for those not able to play weekends.

6aside Monday Comp was changes to 6 aside to create more teams. We felt playing same-teams each week was not bringing in new players. It also allowed us to train good up and coming young umpires. We have a small team of fantastic young officials whom help with these comps umpiring and training younger players to learn as well.

Term 3 Students Train and Play was newly introduced in 2019 with fabulous first-time response. We had wonderful coaches and volunteers making it a great “trial” for things to come.

WHA Grass is an integral part of NSBHA growth. There are many players there that “only want to play grass”. This group is not so interested in progression or pathways. They just want to play there week-in and week-out with same time, same venue convenience. We certainly want to keep this going in encouraging those players to continue to enjoy their hockey. This competition can grow even more but we need to spend time on governance, changing times of games, advertising and a few other bits and pieces. I feel there is opportunity to grow adult participation too.

Going forward, there are so many people whom spend hours helping keep the competitions through our associations going. I thank you all for your support, let’s keep the ball rolling and give each other a hand.

Furthermore, I think as a group we should really look at the following for the future of our game:

1. Spend money on social media advertising in local community and schools and a website manager for all competitions;
2. Revolutionise should be used to decrease all officials work-loads so therefore we need to set it up better;
3. Have all up-coming comps, holiday clinics , in all areas of NSBH already on our website for anyone to register well before comp starts;
4. Introduce a FAQ page into sight about-anything hockey so it makes it easy for anyone to register.
5. Have clear rules and guidelines for teams/players coaches to look up for reference
6. Look after all our volunteers and Umpires by providing them with great training skills , mentors to guide them along the way.
7. Look after our facilities as hockey fields are very hard to get !!

*Cath Clark*

*Competitions Convenor, NSBHA*





## 8 APPENDIX 1: NSBHA Financial Accounts as at end-September 2019

### Profit and Loss

Northern Sydney and Beaches Hockey Association Incorporated  
For the year ended 30 September 2019

	2019
<b>Trading Income</b>	
Clinic Fees Income	1,215.70
Competition Fees Income	31,722.86
Masters Income	51,822.50
NSBHA Membership Income	54,348.36
Representative Fees Income	94,985.56
Umpires & Officials Income	1,500.00
Uniform Income	84.00
<b>Total Trading Income</b>	<b>235,678.98</b>
<b>Cost of Sales</b>	
Accommodation Expense	66,694.30
Coaches	15,873.90
Competition Entry Fees	40,518.00
Equipment Hire Expense	807.51
Equipment Purchase	982.40
Manager Expenses	960.00
Meals Allowances	14,490.58
Turf/Venue Hire	38,907.00
Umpires Expense	21,194.50
<b>Total Cost of Sales</b>	<b>200,428.19</b>
<b>Gross Profit</b>	<b>35,250.79</b>
<b>Other Income</b>	
Interest Income	2,191.67
Presentation Dinner Income	2,454.57
<b>Total Other Income</b>	<b>4,646.24</b>
<b>Operating Expenses</b>	
Accounting Expense	1,769.83
Bad Debts	880.00
Bank Charges	47.60
Dues & Subscriptions	535.50
HNSW Affiliation Expense	13,381.50
Internet Service Provider	623.01
Presentation Dinners Costs	2,615.00
Presents / Gifts	240.00
Trophies	1,076.95
<b>Total Operating Expenses</b>	<b>21,169.39</b>
<b>Net Profit</b>	<b>18,727.64</b>

Profit and Loss | Northern Sydney and Beaches Hockey Association Incorporated



## Balance Sheet

### Northern Sydney and Beaches Hockey Association Incorporated As at 30 September 2019

30 SEP 2019

#### Assets

##### Bank

Main Association Account NSBHA	7,075.69
NSB Masters Representative	17,262.79
NSBHA Savings Account	173,020.43
Representative Account NSBHA	38.36
Debit Card Account	156.00
<b>Total Bank</b>	<b>197,553.27</b>

**Total Assets** 197,553.27

**Net Assets** 197,553.27

#### Equity

Current Year Earnings	18,727.64
Retained Earnings	178,825.63
<b>Total Equity</b>	<b>197,553.27</b>



## 9 APPENDIX 2: NSBHA Women's Masters Financial Overview

### *Treasurer's report*

This year has been another strong year financially with a slight profit over the budget for both SWHL and the State Championships.

We budgeted for a very small profit margin this year to keep costs down. A couple of factors have meant we came in with a surplus of \$4,694 this year. The reasons for this are as follows:

- ✚ SWHL player numbers and therefore fees were greater than expected.
- ✚ SWHL Written off prior year accrued expenses - \$1,200
- ✚ SWHL umpiring costs were slightly less than budgeted.
- ✚ SWHL turf fees were slightly lower than anticipated
- ✚ SWHL coaching costs were slightly lower than budgeted.
- ✚ Late inclusions at State Championships meant slightly higher player income.

We have spent some money on equipment this year buying balls for UTS3, as well as replacing the old North Shore trophies and purchased a lovely trophy cup for the Gail Simmons award.

At 30 September we had over \$17k in the bank account and all accruals and deposits in the 30 June 2018 accounts have been reversed. We have not yet paid a deposit for accommodation at next year's State Championships in Taree ie. around \$2000 as accommodation has not been finalised.

We are migrating the accounts to Xero in line with all other NSB divisions which will hopefully reduce the Master's treasurer job in future years.

The Balance sheet is shown below:

Northern Sydney & Beaches Masters Hockey	
<b>Balance Sheet</b>	
As of September, 2019	
<b>Assets</b>	
General Cheque Account	\$17,262.79
Deposits Paid	\$0.00
<b>Total Assets</b>	<b>\$17262.79</b>
<b>Liabilities</b>	
Accrued Expenses	\$0.00
<b>Total Liabilities</b>	<b>\$0.00</b>
<b>Net Assets</b>	<b>\$17262.79</b>
<b>Equity</b>	
Retained Earnings	\$12568.44
Current Earnings	\$4694.35
<b>Total Equity</b>	<b>\$17262.79</b>





The detailed Profit and Loss is shown below:

<b>Northern Sydney &amp; Beaches Masters Hockey</b> <b>Profit &amp; Loss Statement</b> <b>October 2018 through September 2019</b>			
	<u>SWHL</u>	<u>State Championships</u>	<u>Totals</u>
<b>Income</b>			
SWHL Competition			
Masters SWHL Player Fees	\$20,440.00		
Goalie Discount	(\$310.00)		
	<u>\$20,130.00</u>		
State Championships		\$31,692.50	
<b>Total Income</b>			<u>\$51,822.50</u>
<b>Cost of Sales</b>			
SWHL Competition			
SWHL Registrations	\$8,737.00		
SWHL - Umpiring	\$3,520.00		
SWHL - Coaches	\$3,000.00		
SWHL - Managers	\$480.00		
SWHL - Equipment	\$175.00		
<b>Total SWHL Competition</b>	<u>\$15,912.00</u>		
<b>State Championships</b>			
Registrations - State Champs		\$3,040.00	
Umpires - State Championships		\$1,600.00	
Turf fees - State Championship		\$701.50	
Tent hire - State Champs		\$807.51	
Accommodation - State Champs		\$24,265.00	
Contingent Dinner		\$0.00	
<b>Total State Championships</b>		<u>\$30,414.01</u>	
<b>Total Cost of Sales</b>			<u>\$46,326.01</u>
<b>Gross Profit</b>			<u>\$5,496.49</u>
<b>Expenses</b>			
Bank Charges			\$1.20
Presentation Dinner			\$1,715.00
Trophies & Awards			\$1,189.95
Revolutionise cost			\$448.00
<b>Total Expenses</b>			<u>\$3,354.15</u>
<b>Operating Profit</b>			<u>\$2,142.34</u>
<b>Other Income</b>			
Interest received			\$97.44
Presentation Dinner			\$2,454.57
<b>Total Other Income</b>			<u>\$2,552.01</u>
<b>Net Profit/(Loss)</b>			<u>\$4,694.35</u>



## 10 APPENDIX 3: NSBHA Business Plan

The latest NSBHA Business Plan spanning January 2017 – December 2019 was developed through first half 2017 before approvals by the NSBHA Committee in May 2017. It is available to the membership on the NSBHA website.

Shown below is a listing of the Plan's Key Performance Areas with a summary account of accountabilities and progress as at end-September 2019.

KPA	Focus Areas	Goal or Objective	Strategy	Timing				Who	Progress
				2017	2018	1H 2019	2H 2019		
Administration and Governance	Records	Transparent governance trail	Produce agendas for and minutes of all meetings. Key documents and plans available via website.				●	Secretary (DB)	On track
	Member Register	Cost effective register and fee payment process	"Revolutionise" set-up by not later than end-Feb 2017				●	Secretary (DB, system support from CC)	Complete
	Constitution	Clear and effective governance framework for the Association	Maintain. Review in 2019 to ensure remains fit for purpose with member and organisation needs.				●	President (DJ)	Current version is V2 as approved at 9/2/15 general meeting. Preparations underway to re-cast the Constitution towards adopting latest best practice and update for the growing portfolio of NSBHA activities.
	By-Laws	Clear and effective operational framework for the Association	Maintain. Review in 2019 to ensure remains fit for purpose with member and organisation needs.				○	President (DJ)	Current version is V1 as approved at 9/2/15 general meeting.



KPA	Focus Areas	Goal or Objective	Strategy	Timing				Who	Progress
				2017	2018	1H 2019	2H 2019		
	Business plan	Set, review and monitor strategic and operational goals	New version for 2017-2019 to be developed and approved. Maintain cycle of progress reviews.				●	President (DJ)	Approved by Committee in May 2017. Updated annually. Preparing for reset for 2020-2022.
	Risk Management plan	Assess and manage key risks.	New version for 2017-2019 to be developed and approved. Incorporate learning into Business Plan.				●	President (DJ)	Completed and approved by Committee in May 2017. Implementation ongoing.
	Volunteer Management plan	Improve engagement and retention of volunteers.	New version for 2017-2019 to be developed and approved.			●		President (DJ)	Completed and approved by Committee in May 2017. Implementation ongoing.
	Health Check	Independent assurance	HNSW led annual process as per their checklist and questionnaire templates				○	President (DJ)	Awaiting HNSW. Expected 2H annually
	Staffing	Maintain governance and operational requirements	Engage new stakeholders to widen the governance perspectives, allow others the chance to contribute and develop a deeper pool of leadership (for organisation sustainability).				●	President (DJ)	An ongoing challenge to find fresh volunteers.
Marketing	Website, domain and email	A clear and clean focus of NSBHA	Keep it simple and low cost				●	Reps (M H-P)	Website mature and serving needs well. Successful transition to Revolutionise platform for website in 2019.
	Communications	Effective reach to individual members	Commission and maintain an engaging social media presence.				●	Reps (via SP)	Facebook actively used and well followed.



KPA	Focus Areas	Goal or Objective	Strategy	Timing				Who	Progress
				2017	2018	1H 2019	2H 2019		
									Ambition to grow Twitter constrained by resources.
	Communications	Effective reach and growth of voting members	Regular distribution of information to clubs, schools, associations.				●	Secretary (DB)	Penetration to smaller club, schools and stakeholder groups still proving difficult. Some improvement in member participation at meetings. Growing need to develop to support ambitions for BBHC.
Participation and capacity investment	Participation development	Increase player numbers by 25%	Promoting local competitions and format innovation				●	ALL	Significant growth in participation in NSBHA reps, but falling overall membership.
	Schools	Stimulate interest in young children to consider hockey	Primary school entry initiative: Free clinic in school hours + H2H x 4 at school after hours + Interest channelled to local 6-a-side gala days or competitions				●	Development (RCC)	Ongoing efforts to engage in schools, but little obvious signs yet of this initiative benefiting overall participation.
	Competitions	Make hockey more accessible to new interest	Formula: Local, short and modified formats, term based, mid-week, combined training-match sessions, low cost models				●	Development (DJ)	Significant progress in 2019 through the launch of new initiatives to explore concepts @ KHC we hope will engage a wider cohort of participants.
	Retention	Analysis of retention hot spots and develop retention	Identify the issues, agree priorities, shape strategies and confirm resources to implement				●	Development (DJ)	Revolutionise now providing powerful resolution in membership trends by area, age and gender cohorts.





KPA	Focus Areas	Goal or Objective	Strategy	Timing				Who	Progress
				2017	2018	1H 2019	2H 2019		
		initiatives where appropriate							
	Player development	More options, more choice, a better experience from hockey	Clubs work together. Open access to NSBHA members. Pool expertise to host local activities where possible. User pay programs kept low cost via volunteer staffing. Any clinic revenues recycled within local hockey. Focus on grass-roots and entry pathways.  Leave HNSW to focus on rep level talent acceleration.			●		Development (DJ)	Pre-season carnival, clinics and Level 1 coaching course open to all comers. Strong participation from a range of clubs, teams and children new to hockey.
	Coaching Development	Broaden base of accredited coaches in the Association – key risk mitigation and route to improved hockey experiences	Facilitate hosting of regular coaching accreditation courses in the area. Community and Level 1 annually. Level 2 every second or third year.  Clubs work together. Open access to NSBHA members. Pool expertise to host local activities where possible. Low cost programs based on volunteer staff. Keep any revenues recycling within local hockey.			●		Development (DJ)	Level 1 Coaching Course run pre-season. 10 candidates completed successfully.
	Umpiring Development	Broaden base of accredited umpires in the Association	Strategic use of State Championships to progress more umpire.  Develop local umpire development, mentoring and accreditation options.			●		Development (RCC)	No material progress known or reported.



KPA	Focus Areas	Goal or Objective	Strategy	Timing				Who	Progress
				2017	2018	1H 2019	2H 2019		
	Umpiring Development	More children exposed and skilled in beginner umpiring	Support Warringah Hockey Association in their RCC established model (RM – 2014)				●	Umpire Coordinator (CC)	Significant progress being made in exposing NSBHA umpires through the range of carnivals and state championships of the Rep program.
	Representative Hockey	Grow opportunity for representative involvements	NSBHA fielding teams at outdoor and indoor where viable. Partner with other associations when not viable alone. NSBHA hosted rep carnivals (U15s from 2017, U11 Indoor).			●		Reps (SJ)	Significant progress being made in the growth in participation within the NSBHA field and indoor representative programs
	Facilities	KHC upgrade	Partnership with Ku-ring-gai Council and Dept of Education for a major development on the grounds of the Ku-ring-gai High school. Target scope: 2 x fields (wet + hybrid), 2 court indoor, social amenities.				●  ●  ●	Facilities (CC & DJ)	Not proceeding. Just not a priority for Council or DeptEd.  Grant applications x 3 for a \$0.08M Stage 1 renewal – ostensibly to replace field lighting. New grant application Sep 2019.  Minor projects completed (scoreboard, new goals). Grant application for lighting upgrade pending.
	Facilities	Grow the footprint of hockey into new	Ku-ring-gai Council precinct: St Ives foothold, for a \$20M 2 field + 4-6 court indoor centre + social amenities, may be	●				Facilities (JB)	St Ives stalled for lack of progress on \$20M funding requirement. Concept since fallen away as Council pursue similar facilities via



KPA	Focus Areas	Goal or Objective	Strategy	Timing				Who	Progress
				2017	2018	1H 2019	2H 2019		
		locations and facilities	sacrificed to allow KHC upgrade (see above).						separate new initiatives on different sites.
			North Sydney Council precinct: Funding ready via Council, pending site approval. Potential for a multi-sport hockey pitch.				●	Facilities (JB)	Council reviewing site alternatives. Primrose Park continues to look difficult. Another option under consideration albeit perhaps 5+ years away.
			Northern Beaches Council precinct: Hockey active in their "Sportsground and Golf Course Review". Making progress in the reception from Council.				●	Facilities (JB)	Strong dialogue with Council but stalled on site confirmation. Still working options.
			Ku-ring-gai Council: Proposal from Council for hockey to occupy Barra Brui Oval, St Ives.				●	Facilities (CC & DJ)	Major breakthrough with Council towards a new field + clubhouse project at Barra Brui Oval, St Ives. Backed by Council support and govt grants (\$2.75M). On track for 2021.
Financials	Operational budgets	Produce yearly operating budget				●		Treasurer (CC)	Complete.
	Cash flow forecasts	Provide a 12 month cash flow budget				●		Treasurer (CC)	Complete.
	Financial reporting	Produce balance sheet and profit					●	Treasurer (CC)	On track. Auditing in abeyance until financial thresholds reached.



KPA	Focus Areas	Goal or Objective	Strategy	Timing				Who	Progress
				2017	2018	1H 2019	2H 2019		
		and loss statements							Transition to Xero accounting package in preparation for ramp-up in NSBHA financial tracking, reporting and materiality.