



EXECUTIVE REPORT 2018

INTRODUCTION

It is my privilege and pleasure to deliver this 25th Executive Report.

Our founding principles and performance has created a positive profile built over many years. This positions CHC to contribute positively as a community-based organization.

The focus for youth development continued through primary, secondary and tertiary institutions in collaboration with our key social partner, the City of Cape Town (Recreation and Parks), Western Province Hockey Union (WPHU), the South African Hockey Association (SAHA) and a range of social partners with mutual interests. In keeping with our profile as a community-based organization, activities were broadened with a greater focus on community outreach activities.

At the same time the current environment increasingly requires greater vigilance and compliance. An inability or unwillingness to rise to the occasion could have dire consequences that will not serve club interests.

CHC continues to be well positioned to play a significant role but needs additional hands and resources to drive home the advantage in a challenging environment. In rising to this challenge, CHC can proceed with confidence with the knowledge that it does so on a solid foundation and positive profile built over 25 years.

1. GOVERNANCE

a) SAHA

The SAHA Constitution was due for review at its AGM 18 November 2018. Faced with unprecedented public protest led by Players for Transformation (PFT), the AGM was postponed.

Through a process mediated by SASCOG, a SAHA Transformation Indaba hosted by NDSR took place 26/27 January 2019. All of the close to 80 participants made a commitment to real transformation.

A date was set for a SAHA Council / AGM Meeting (10 February 2019), since successfully concluded to take forward.

An Indaba facilitator's report with recommendations is available. The way forward will be headed by newly elected president Deon Morgan. This is a game changer that presents a second chance since "unification" in 1993 to achieve meaningful transformation.

This will impact on SAHA, SASHOC, WPHU, WPGIRLS HOCKEY, WP BOYS HOCKEY and WP PRIMARY SCHOOLS CHC's constitutions.

b) CCT / CHC Partnership

New CCT Sports Facilities Policy is at an advanced stage. It is likely to be adopted by Full Council before the end of CCT FY 2018/2019 (30 June 2019).

This will see the phasing out of the current Vygieskraal Hockey Complex Municipal Facilities Management Committee (VHCMFMC) partnership agreement to be replaced by a Tier 2 CCT/NPO Central HC partnership agreement. Going forward, another huge game changer.

c) Fiscal Governance (NPO, PBO, NLC, Accounting)

Going forward, compliance is imperative in anticipation of ground breaking developments involving key social partners. These entities themselves are being subjected to similar more stringent restructuring of governance processes.

d) Internal

i. CHC Objectives and Policies

Requires ongoing reaffirmation.

ii. CHC Club Development Plan

Revisit to verify KPAs. Update current document.

iii. CHC Constitution

WPHU/SAHA revised constitutions will not be available as a source document for proposed changes to CHC constitution. CHC Constitution requires structural changes to prepare for, e.g. Exco Governing body JDs to be moved to Bye Laws. Further changes can be made at a later SGM 2018 when SAHA/WPHU revised constitutions become available.

iv. CHC Portfolio/Operational Manual

A work in progress that will include policies and guidelines.

v. Communications Policy

An activity that required professional input. Progressed made in this regard.

vi. Legal Affairs

Reactivate DC headed by Board Member and/or Legal Affairs Consultant.

vii. Project Reports

All projects / events (big or small, funded or self-funded) require official ratification and reports for tabling and adoption by Exco, viz. objective, outcome, actual costs. Ideally, a project manager should be assigned to such activities.

2. YOUTH

A. Outreach (Ron Hendrickse)

A.1 INTRODUCTION

Activities were informed by SAHA Junior Modified Hockey Strategy for primary and high school learners. The focus for 2018 was primary school learners (foundation and intermediate phase)

A major challenge is satisfying the mandates of multiple-stakeholders, viz. South African Hockey Association (SAHA), Western Province Hockey Union (WPHU), City of Cape Town: Recreation and Parks (CCT), Department of Cultural Affairs and Sport (DCAS), Western Cape Education Department (WCED).

All activities involving primary and high school learners met WCED requirements is best achieved through governing bodies of participating schools. Hence principals / educators assumed the role of *in loco parentis* for all activities.

While WPHU, has an official relationship with provincial government (DCAS, WCED), CHC requires direct interaction with DCAS Athlone Cluster staff based at local primary and high schools and DCAS management.

CHC, through the VHCMFMC partnership, is directly engaged with the CCT Recreation and Parks to achieve overall Outreach objectives and to address CCT "Recreation Through Sport" objectives. For the moment, this is achieved mainly through Vygieskraal Holiday Programs for local primary school learners.

In this context, CHC strives to create an enabling environment at Vygieskraal Hockey Hub conducive to achieving overall Outreach objectives.

A.2 ADMINISTRATION

Initially these functions were covered by the Facilitator (doubling up as a Hub Coordinator), assisted by James Van Heerden. For the 3rd term, Angela Little was welcomed on board as Hub Coordinator.

Educators at each participating school doubled up as coaches / managers. Of the 8 participating primary schools 5 were supported by DCAS Assistant Coaches (Bridgeville, Norma Road, Blossom Street, Silverlea, Thornton Road).

For special events, assistant managers / coaches / umpires were drawn from CHC members, the local community and senior high school learners.

A.3 FINANCIALS

While this project was being developed from scratch, club protocols were observed at all times.

As Outreach activities gained momentum, more funding and other material resources became available. In light of accountability requirements of funders, the principle of ring-fencing of these resources was applied by CHC Treasury with regard to these funds.

A snapshot of Outreach Financials 2018

Expenditure

#	Item	Costs
1	SAHA Modified Hockey Clinic (28 Feb)	648,62
2	SAHA Modified Hockey Launch (18 Apr)	9 536,91
3	SAHA Neighbourhood League - Terms 2 & 3 (Apr-Sep)	7 460,00
4	SAHA Youth Day Festival (20 June)	5 828,90
5	SAHA Heritage Day Festival (19 Sep)	6 079,26
6	Facility hire & administrative costs	5 000,00
		<u>34 553,69</u>

Income

#	Item	Value
1	SAHA - Clinic	648,62
2	SAHA - Launch	5 850,00
3	SAHA - Youth Day Festival	6 900,00
4	SAHA - Heritage Day Festival	6 900,00
5	WPHU Outreach Grant	16 800,00
		<u>37 098,62</u>

Summary

	Income	37 098,62
	Expense	34 553,69
	Surplus	<u>2 544,93</u>

A.4 ASSET REGISTER

#	DESCRIPTION	SOURCE	LOCATION	QTY	DATE	VALUE
1	Hockey Sticks 36" @ R500 per unit	WPHU	Schools	30	2017	15 000,00
2	Sweaters @ R50 per unit	WPHU	Schools	120	2017	6 000,00
3	Wheelie Bin with branding @ R800 per unit	SAHA	Schools	8	2018	6 400,00
4	Plastic Stick and ball @ R125 per unit	SAHA	Schools	160	2018	5 600,00
5	Beacons @ R2 per unit	SAHA	Schools	160	2018	320,00
6	Bibs @ R50 per unit	SAHA	Schools	80	2018	4 000,00
7	Golf Shirt with branding @ R250 per unit	SAHA	Schools	16	2018	3 000,00
8	Drymac with branding @ R600 per unit	SAHA	Schools	16	2018	9 600,00
9	Balls @ R50 per unit	WPHU	Schools	36	2018	1 800,00
10	Hockey Sticks various sizes @ R100 per unit	CCT	Club	18	2018	1 800,00
11	Hockey Stick Bags @ R100 per unit	CCT	Club	10	2018	1 000,00
12	Goal Keeper Sticks @ R100 per unit	CCT	Club	5	2018	500,00
13	Hockey Practice balls @ R50 per unit	CCT	Club	30	2018	1 500,00
14	Hockey Match balls @ R100 per unit	CCT	Club	30	2018	3 000,00
15	Hockey Glove @ R50 per unit	CCT	Club	10	2018	500,00
16	Shin Pads @ R100 per unit	CCT	Club	10	2018	1 000,00
17	Flat Cones on stand @ R2 per unit	CCT	Club	50	2018	100,00
18	Hockey Ball Cage Case	CCT	Club	1	2018	100,00
19	Goal Keeper Chest Pads @ R500 per unit	CCT	Club	5	2018	2 500,00
						63 720,00

A.5 ACTIVITIES

1. SAHA Modified Hockey Clinic held at Vygieskraal Monday 28 February 2018 (15h00-16h30)

Objective of this initiative was to develop learners from under-resourced schools in historically disadvantaged communities.

The activity was primarily for educators / coaches based at primary schools that participated in Neighbourhood Leagues 2017 with the approval of the WCED, viz. Blossom Street, Bridgeville, Norma Road, Morgenson, Silverlea, Thornton Road, Vanguard, Woodlands.

Participants were introduced to activities and equipment that support physical education curriculum for foundation level learners.

Valuable exposure was gained to innovative ways of organizing such activities at school. Equipment to be donated by SAHA was demonstrated during an interactive session. The innovative approach was well-received by enthusiastic participants.

Once all the donated kit and equipment has arrived in Cape Town, a follow up session was being scheduled for an official handover to the 8 x primary schools.

The presence of Gary Dolley (SAHA), Feico Mulder (WPHU) and Shaheeda Majiet (WCED) boded well for Vygieskraal Outreach 2018 initiatives.

2. SAHA Modified Hockey Launch @ Vygieskraal – Wednesday 18 April 2018 (15h00-17h00)

The launch included activities involving primary school learners, educator / coaches which demonstrated what can be achieved on a regular basis for after-school outreach activities and at school during school hours.

Participating local primary schools: Blossom Street, Bridgeville, Norma Road, Morgenson, Silverlea, Thornton Road, Vanguard, Woodlands.

The project has been rolled out in 5 regions countrywide. A key sponsor, **EZEE TILE**, came on board which provided a welcome boost for 2018 activities. Much of the groundwork for this project commenced in 2017. In line with the theme “Education Through Sport”, the project is aligned to current National Education Policy, viz.

“A National Curriculum and Assessment Policy Statement (CAPS) is a single, comprehensive, and concise policy document, which has replaced the Subject and Learning Area Statements, Learning Programme Guidelines and Subject Assessment Guidelines for all the subjects listed in the National Curriculum Statement Grades R - 12. Life skills which includes physical education, is included in the curriculum”.

3. SAHA Modified Hockey Neighbourhood League - 2nd Term (April-June)

Given the circumstances under which the Neighbourhood League project was launched (viz. zero funds, limited human resources, lack of commitment), much has been achieved in a relatively short time.

Participating schools (8) each received a donation of equipment and kit from SAHA/Ezee Tile for use at school and / or after school activities at the Vygieskraal.

Western Province Hockey Union and the South African Hockey Association are to be commended for providing significant support for 2018.

Reallocation of DCAS resources for District Central to the Athlone Cluster was encouraging. But, much work is needed to make full use of this trend.

Much of the 2nd Term was devoted to implementing the modified hockey curriculum through “friendly” modified hockey games. A Round Robin competition was planned for the 3rd term.

4. SAHA Modified Hockey - Youth Day Festival - Wednesday 20 June 2018 (13h30-16h30)

The South African Hockey Association (SAHA), supported by Ezee Tile, Central Hockey Club (CHC), Western Province Hockey Union (WPHU) and City of Cape Town: Recreation and Parks hosted this end-of-term event for 8 participating primary schools. Gary Dolley, Project Manager, SAHA was in attendance.

While the SAHA Launch (18 April) was a success, on-field activities were washed out. This event presented another opportunity for an on-field demonstration of modified hockey and an end-of-term assessment before embarking on 3rd term activities.

Many learners were absent after exams, making it difficult for schools to field teams. However, some of these schools were represented by educators / coaches on the day.

The situation presented an opportunity for **absentee learners** from the local Vygieskraal community who are also regular participants at Vygieskraal Holiday Programmes.

Many of these learners attend local schools (Thornton Road, Silverlea, Norma Road, Blossom Street). They have been incorporated into registrations for local schools that participate in the Neighbourhood League.

At the end of the day about 60 (u/13) learners participated on the main astro and 45 (u/9) on small astro.

June proved to be a month of many competing interests and challenges (viz. exams, transport strikes, housing protests, prior extra-mural commitments, Ramadaan, etc.). Despite challenges on the day, several positive spin offs were achieved.

5. DCAS Club Inter Cluster @ Bernardino Heights - Saturday 9 June 2018 (08h30-12h30)

Four (4) potential participating clusters were identified, viz. Athlone, Lavendar Hill, Belhar, Kraaifontein. This was an unscheduled target of opportunity presented by DCAS. Due to logistical challenges CHC could not provide its full support. Club Inter Cluster events scheduled for the 3rd term may have been more feasible but even this did not materialize.

6. DCAS High School Initiative

A DCAS-supported initiative brought u/15 boys (10) and girls (10) to Vygieskraal. Learners were mainly from Bridgetown HS. Some had graduated from local primary schools involved in Outreach 2017 activities. During the 3rd term they would have been joined by learners from three more local high schools (Athlone, Peak View, Belgravia, Bridgetown, Alexander Sinton). This initiative proved to be a bridge too far for 2018 but will be revisited for 2019.

7. Capacity Building: Briefing for Tertiary Students - Monday 14 May 2017 (15h30-16h30)

Cape Peninsula University of Technology (CPUT) Mowbray Campus Sports Management 3rd Year students were on assignment to Facility and Event Management. This provided an opportunity to None have hockey-specific expertise but at least 2 are interested in doing an internship with Central Hockey Club during 2018. This provides an opportunity to re-establish contact with Prof Simeone Davies, Head, Department of Sport.

8. SAHA Modified Hockey Neighbourhood League – 3rd Term (July-September)

Commenced Week 1 (Wednesday 1 August), ended Week 7 (Wednesday 12 September). Since 6 of 8 schools preferred Wednesdays, this became the main day with Thursdays available for make-up games (see updated Calendar).

9. Vygieskraal Heritage Festival – Wednesday 19 September (13h30-16h30)

6 of 8 schools participated, about 100 learners and 20 support staff (Hub staff, school educator/coaches, club coaches, provincial officials). 2 schools could not participate due to conflicting commitments. In spite of unforeseen challenges on the day, activities were concluded as scheduled (separate report & pics to follow).

10. WPHU Heritage Day Festival – Monday 24 September (08h00-14h00)

Vygieskraal schools were unable to participate due to logistical challenges for schools with long weekend holiday breaks.

11. Other Community Outreach Activities

Vygieskraal Holiday Programs:

Organised in collaboration with the CoCT Recreation and Parks was placed on hold pending greater clarity on CCT new policy /objectives.

An integrated approach to outreach activities could well see the inclusion of Silvertown and Bridgetown commcentres in future hub activities. Collaboration with DCAS holiday initiatives presents further possibilities.

Informal Community Outreach Activities (e.g. Silvertown, Kensington):

Several such unreported activities occur which need to be identified and supported. Central members are involved (viz. Dawn Timm, Faeza Koks).

Voluntary Community Usage:

VHC offers a safe and secure environment for all manner of community activities. It has become an attractive venue of choice for several community-based social development organisations.

A sampling of traditional users: Muslim Assembly, Voice of the Cape, CANSA, Mary Harding School (for the mentally challenged), Cape Mental Society, WP Athletics (grassroots activities for primary school learners and capacity building clinics for coaches/administrators). On a lesser scale: e.g. birthdays, anniversaries, commemorations.

A.6 IN CONCLUSION

The ultimate objective is for participating schools to become self-sufficient. However, much more support will be needed for a while before this objective is achieved. Initial ground work done in 2017 provided a good start for 2018.

Voluntary Community Usage should be regarded as part of overall Outreach activities at VHC facilitated and supported by CHC.

Valuable lessons have been learnt which will inform planning for 2019. ##

B. Minis & U/13s (Bronwyn Davids)

To be a recognised and sort after youth division both on and off the field, by which other clubs within the hockey community can measure themselves and strive to achieve what we have.

And to strive to create a youth division that is inclusive, provides the opportunity and environment for hockey excellence through player development and measure our success through achievement at all levels of capabilities from Academics/ scholastic and other sporting achievements. Admittedly this is no easy feat. More effort and a muster of great Will is what's needed for us to continuously and consistently reach those goals.

The 2018 season was slow to start off, with only a few dedicated players who regularly attended pre-season practice session from both the boys and girls teams. From the ever looming challenge of competing with summer codes and extra mural activities with which most players are involved in, to the Age Policy that restricts much younger players from being filtered into the U13 league, requires a review on how we can best cater and concentrate solely on promoting and bettering the players skills and playing abilities that is required at club level and also explore starting a mini league that will cater for the 'older' minis' players.

Another contention is the Holy month of Ramadan which brought forward a month earlier, started at the same time of the U13 league which often left both boys and girls squads, managing with a minimum amount of players on game day.

The mini's enjoyed a good long season as they ended at the same time as the senior league. It is always rewarding to see how these young players have grown physically, mentally and their level of skill has improved. From not knowing how to hold a stick to being able to run into space to receive a ball and score is a sight to behold. The energy and enthusiasm is infectious!

Festivals:

The gradual demise of the Traditional Humans Rights Day Festival that for years was hosted by CHC did not take place and without explanation. It was a day for new talent to be scouted from kids within and from the community but for the past years have also raised more questions than answers provided. Where and how would this new talent be filtered into the club?

Another great disappointment for our youth was the non-participation at the Heritage Day Festival which for the second year was hosted by WPHU at Hartleyvale.

WPHU should consider revising their development strategy if they are going to exclude youth club participation based on the players being 'too strong' and who might 'scare' other participants off from attending future events. Majority of our own players are in development stages themselves and a move like this from union will surely discourage any future participation from the players if this practice is continued. What then is the purpose of such festivals if not to celebrate our diversity as a province, a nation and better yet, for the love of hockey?

With this year's June 16 Youth Festival hosted by Langa Hockey Club, the theme was 'Say No to Bullies'. Our U13 boys and girls interacted with players from other clubs and could share/ identify with others who have experienced some form of bullying, reminding us that we are not so different after all and that bullying does not discriminate. This theme was put into context of how we conduct ourselves on and off the pitch during hockey season. Kudos to Langa Hockey Club for pushing through and pulling off this festival which almost did not take place.

Negativity aside and paying tribute to the small but welcoming rewards that makes doing what we do worthwhile.

Acknowledging the Coaches, umpires and celebrating achievements.

It can be hard to pick out Madenieyah Kazie from the rest of the squad's players, when all huddled together but make no mistake, when this small in stature powerhouse opens her mouth, shouting instructions, you'll know she is a force to be reckoned with. Passionate in what she does, often availing herself to managing and even assist with coaching on a Provincial level, she has been instrumental in the achievements of the Girls U/13 and U/18 A sides, obtaining gold. Madenieya also Convened the U18 and U13 WP girls trials and on a personal level was selected for the women's Masters A team who went on to obtaining a bronze medal at the IPT's held in Durban.

Gary Stevens, who nursed an injury throughout most of the first half of the senior league season, continued to show his strengths, commitment and dedication by simply pitching up to coach his U13 boys week in and week out. He too has enjoyed the opportunities as Assistant coach and manager of Invitational team- WPCD

Coached Bishops U16 boys

Successfully completed level 2 coaching, Bridging course.

Kauthar Petersen who's roots stems from the minis program that CHC has implemented years ago, has grown into a strong, confident, skilful player who have on many occasions availed herself to coach the girls U13 B team and umpire at their games when needed.

Manuel Cornelius, the ever ready, always ready, always committed Manny! Dedicated and reliable, co-ordinating and ensuring that umpires are scheduled for not only the youth games but for the seniors too. Thank you for your heart of gold and always thinking of the youth and enquiring about their progress.

Dorothy Van Staden affectionately known as Dotty, brings her 'A' game when umpiring, her no-nonsense attitude and soft spot for the youth is what we love about her. At times, when able to, fills in to coach at mini's when numbers are in abundance.

Akifah Abrahams, quietly yet aggressively advanced her hockey skills with her 'never say die' attitude, volunteered on Friday nights assisting beginner/weaker players and also stepping up to umpire matches when required to do so.

I am ever grateful to be a part of and get to work with such dedicated people from whom I can learn and hopefully am able to impart a portion of value of myself too.

I know that hockey is pretty strong around here, so we need to step it up. Bridging the gap between the youth and senior players as well as the neighborhood league/ outreach program remains a challenge, but one that we are sure to conquer in due time.

CHC Youth, celebrates the achievements of players who were selected into various Provincial squads which is an incredible achievement and again highlights the outstanding commitment from both players and staff (Including youth playing in senior divisions)

Girls

CIARA WILLIAMS	WP U/13
JESSE GRADWELL	WP U/13
AALIYAH DOMINGO	ZONAL U/13
JEHAAN GAYDIEN	ZONAL U/13
JAYLYNN MANEVELDT	ZONAL U/14
AAKIFAH ABRAHAMS	ZONAL U/14
SHANNON CARR	ZONAL U/14
KELLY JOHNSON	WP U/16 A

LEQUCHA MULLER	BOLAND U/16 B
CARA – MIA MOSES	ZONAL U/16

BOYS

LIAM HAUPT	WP U/13
COHEN WILLIAMS	ZONAL U/13 (North- Durbell)
AON HENDRICKS	ZONAL U/13 (North- Durbell)
KIERAN SAMUELS	ZONAL U/13 (North- Durbell)
MUSTAPHAA CASSIEM	WP U/16 A
ROBERT BLOW	WP U/16 A
CALEB OLIPHANT	WP u/16 A
BEN CHEMINAIS	WP u/16 B
CORBEN O' RYAN	WP U/16 B
FAIQ EBRAHIM	ZONAL U/16
JOCK BUCHANAN	ZONAL U/16
JOEL DALLAS	ZONAL U/16
SHARIQ OSMAN	ZONAL U/16
JOSH KOFF	ZONAL U/16

Central hockey youth coaches and management is excited for the future and will continue to be fully committed and dedicated.

Thank you to all of those who have supported the youth hockey program to date.

3. SECRETARIAT (Wendy Hendricks)

This portfolio is supported and mainly executed by technology i.e. via email and social media.

This allows for an almost immediate response to correspondence received and most incoming mail is dealt with in this manner, as well as general communication with members.

The use of social media, namely Facebook and Instagram, is also used among platforms – currently close to 300 Facebook friends. This number could be significantly increased by advertising the Club's Facebook details on the website and as a footer in general communication.

The general admin side of matters at the field was dealt with by the administrator – the 'face' in attendance. A big thanks to Noleen Cloete for this.

Recommendation:

- a) Increase the number of member 'friends' on Facebook and Instagram by advertising on website and general communication;
- b) Develop Club stationery e.g. templates for cards, such as get well and sympathy cards

4. ADMINISTRATION (VACANT)

a) New Membership Form

A new membership form was introduced which included a clause that 50% payment should accompany the application. This was not well received by some of the members This needs to be fine-tuned and explained and enforced to our members.

b) Database

The influx of players at CHC meant the database had to be updated constantly. It is up to date with all information sent to the club.

SAHA introduced a new registration system which included an ID card was piloted by WPHU a season ahead of time. WPHU held a workshop to explain the transition to the new SAHA registration system. CHC successfully used the platform. Affiliation fees are calculated at the number of members registered on the platform as ACTIVE, both Seniors & Youth.

c) New Forms for 2018

An updated membership form and managers form is being looked at for the new season. Interaction with the team managers has improved but there is room for improvement. A deadline driven approach is needs to be instilled in members. It is time consuming to do repeat follow ups on the same matter. Personal accountability needs to improve.

d) Uniform

This was a high maintenance process. Clarity on the uniform and the policies surrounding this issue is needed.

e) Volunteers

Contributions by volunteers were hugely beneficial but placed the club at risk, particularly those who were not registered members who could not be held accountable. Hopefully volunteers will elect to become members and assume official positions that will render them accountable.

5. FINANCE (Armien Bobbs)

The review of the 2018 finances confirms once again that the Club's current income streams are insufficient to build up enough reserves to service the Clubs' debt/needs, effectively. The main income stream was again its memberships fees (R250k). Most encouraging was a nett income of R53k from fundraising. Mentioned must be made of a very successful hosting of the Legacy Masters event which contributed R10k to the Club's coffers.

a) Membership Fee Collection

Whilst the collection ratio improved more can be done.

NTN Accounting advised that the collection must be intensified which will result in less bad debt being written off.

Debtors: Members – R24k of which R10k (2017 inactive members) was written off.

b) Expenditure

The biggest outflow was the coaches' fees (R115k), followed by the WPHU affiliation fees (R135k). At the end of the 2018 season R20k was still due to WPHU.

The Club's survival (financially) over the years has always been on a knife's edge and unless the income streams are increased it could lead to the Club having to curtail its activities.

c) National Lotteries Commission (NLC) Grant

This project was concluded. For more detail on the In/Outflow of revenue refer to the 2017 AFS report. The final project report to the NLC is also available for perusal.

Application for new funding is in draft and will be submitted as soon as the 2018 AFS is adopted.

d) 2018 Annual Financial Status (AFS)

NTN Accounting Services delivered on 1 July 2019.

Their report to the members of Central Hockey Club, inter alia, states:

"We have performed the duties of accounting officer to Central Hockey Club for the year ended 31 December 2018, as required by the Nonprofit Organisations Act, No. 71 of 1997. The annual financial statements of Central Hockey Club set out on Pages 5 to 13 of the report are the responsibility of the members. No audit is required by the Act to be carried out and no audit was conducted. Accordingly we do not imply or express an opinion or any other form of assurance on the annual financial statements.

We have determined that the annual financial statements are in agreement with the accounting records, summarised in the manner required by section 17(2) of the Nonprofit Organisations Act, No.71 of 1997, and have done so by adopting such procedures and conducting such enquiries in relation to the accounting records as we considered necessary in the circumstances. We have also reviewed the accounting policies which have been represented to us as having applied in the preparation of the annual financial statements, and we consider that they are appropriate to the organisation."

Signed: Natasha S Hair

NTN Accounting Services CC

The Treasurer can be contacted for more detail on the 2018 financials and the 2018 AFS.

6. MARKETING (Paul Smith)

As predicted, 2018 was a challenging financial year. Marketing and fundraising was identified as key to offset the negative budget. It is commendable the support this portfolio enjoyed from club members, parents, supporters, donors and sponsors. These collective efforts made the task of fundraising much easier and far more pleasant than in previous years. By default, this portfolio developed into a fund raising committee which proved to be its success.

Marketing

In my view, the Club enjoyed multiple exposures through the various mechanisms and arguably, if memory serves, this was by far the most successful marketing / fundraising season the Club experienced in years and if used as the catalyst, should be a useful blue print going forward.

Fundraisers

This proved to be an enjoyable experience with lots of support from impromptu committees formed. It is still a concern that club fund raisers are supported by mainly by non-members and this, in my view, is the challenge that warrants the most energy for 2019. If we could reenergise club members through the efforts of a formal committee (min of 1 member per squad) in 2019, we could basically double the income derived from fundraising. The approximate total raised is in the region of R60 000.00

Marketing Strategy – 2019

It is the intention of the 'marketing portfolio' to capitalize on the exposure and support of 2018. Already innovative ideas and sponsorship leads have been submitted by members, supporters and parents.

It remains my view that youth parents should be encouraged to assist not only with youth matters, but Club events as well. This is largely an untapped resource which should be explored in a more cohesive and inclusive manner.

Listed below are some of the strategies envisaged...

- i. Form fund raising committee (youth/senior) combined
- ii. Revisit sign board project (current holders and potential companies) and assign responsibility
- iii. Engage 2018 sponsors / donors
- iv. Schedule golf day for earlier in 2019 thereby increasing field and profits
- v. Engage golf day sponsors for sign board opportunity
- vi. Increase R10 party frequency
- vii. Increase sports café operating hours once license obtained
- viii. Active interaction with youth parents
- ix. Target local business
- x. Scrap current website and assign project to L Rodriques
- xi. Assign person/s to feed social media with current club affairs / events
- xii. Pre and Mid-season brochures for club info dissemination to parents (find sponsors and display branding)
- xiii. Plan for more social events in sports café to maximise income from bar

- xiv. Proposal to FAIN to take up score board advertising space and sign board (reciprocal business)
- xv. Formalise non playing apparel arrangements with O Hendricks and Fain
- xvi. Assign person to feed local media with results, information etc. (maximise club exposure)
- xvii. Plan major 25th celebration
- xviii. Formalise kiosk SLA
- xix. Formalise joint venture fund raising efforts with Victoria Cricket Club
- xx. Facilitate electronic banking

In closing, I wish to take this opportunity to thank all the members, fellow executive, sponsors and supporters who unselfishly assisted in making these fund raisers a success. The renewed interest and energy is encouraged and bodes well for 2019 and ensuing years.

7. FACILITIES (Nathan Diedericks)

a) Main building

There is much to be done on the main building in terms of maintenance internally and externally. However, this warrants more hands on deck as the COCT has scaled down on spending and has committed to supplying materials where possible and CHC supplies the labour. We would also have to fundraise to cover some labour costs where we can't find volunteers. Listed below are some of the projects to be tackled for the main building:

- i. Painting of the facility internal and external.
- ii. Replacement of the hot water cylinders in the ablutions and clubhouse
- iii. Replacement of outside light fittings for security and walkways.
- iv. Hard surfacing of the walkway on the grass field's side.
- v. Replacement of faulty and broken internal lights.
- vi. Installation of a rain canopy over the front of the kiosk.
- vii. Waterproofing the roofs
- viii. Replacement of the taps; washers and shower heads.
- ix. Herbicide treatment of surrounding walkways and the astro turf.
- x. Additional security lighting.
- xi. Illumination of the mini astro as the main astro is congested at night. CHC received a donation of floodlights and three lighting / street poles are required.
- xii. Power to scoreboard

- xiii. Hardening of the facility which includes security beams/burglar bars etc.
- xiv. Quotation for insurance submitted for review.

To complete and achieve the above projects we are reliant on the COCT to submit a request or quotation to its vendors and sponsors and donations seconded by CHC.

Further the ongoing repairs and maintenance to the facility is shared by the COCT and CHC. The CCT Principal Facilities Officer will send CHC a maintenance checklist drawn up by the COCT. This is a standard document. We still await this requested document.

At present, the grass fields are still out of bounds due to the water restrictions imposed by the City (Refer to CCT Level 6 water restrictions).

b) Capex items

CHC also included the following items in the COCT CAPEX budget for next year:

- i. A second Astro Turf installed on the grass field.
- ii. Covered Spectator Seating on concrete deck
- iii. Video Tower & Housing for Electronic Clock
- iv. Johnson Road Access Road with hard surfacing for parking
- v. Klipfontein Access Road

c) Floodlights

Maritz Electrical to complete the permanent power to the kiosk closest to the clubhouse for the scoreboard and mini astro power supply. This has been requested and we await Maritz date of installation.

d) Electronic Scoreboard

The electronic scoreboard has been installed ~~today~~ and I'm sure that this will add value to the facility and our game. Electrical cables are required to power the scoreboard and the mini astro lighting, as well as three lighting poles that must be sourced and installed. CHC will have to find funds or a sponsor to complete these projects. This was requested from the COCT and the PFO will follow up with regards to the RFQ submitted.

Going forward we need monthly meetings between the CHC Facilities convenor and the COCT PFO and insist on weekly feedback briefs to ensure that R&M takes place. Reports will be submitted to Exco after each VHCMFMC.

8. LEAGUES (Elize Goliath)

a) Registrations

A clean-up of the SAHA active members list was verified by team managers and amended on the SAHA list as the club gets billed for all members registered with WPHU.

CHC has a total of 207 Active members of which:

95 are female
112 are male
84 are juniors
123 are seniors

Since the club has an over-subscribed number of players for its 4 ladies teams and 5 men's teams, a decision was made to only accept players of value for the rest of the 2017 season.

Challenge: Since some of the teams were over-subscribed on players, it meant that players would have turns to play on a Saturday. Some of the younger players especially become despondent.

b) Fixtures

The season started with many teams playing double headers, since the L5 and M6 teams were not yet committed to playing for the season and failed to have sufficient players to field a team, the teams had forfeited these initial matches.

There had been many requests for fixture changes especially around the time of Ramadan as well as Mother's day and Father's day.

Some postponements with initial matches were also as a result of the floodlights being under construction at Vygieskraal. Night matches resumed as normal as soon as the lights were back up.

First round of round robin is concluded for all teams

Consideration: To request WPHU to be cognisant of special event days and to plan fixtures around these dates.

c) Match Cards

Match cards and weekly results have all been sent to WPHU timeously thanks to the diligence of Wendy and Bobbs and no fines have been incurred.

d) Scores

The log standings and results of our men's and ladies teams are available on the WPHU website.

All team managers should continue to check scores and point allocations for their respective teams on the WPHU logs and raise anomalies

e) Discipline

Since the implementation of the disciplinary system for yellow and red card offences, CHC has only had 2 yellow cards in the men's division (M. Mulder and D. Cassiem).

9. COACHING (Kurt Cerfontyne / Oscar Hendricks)

a) Feedback from Coaches

All were afforded an opportunity to raise any concerns that they may have had as a starting point to the meeting.

b) Care of Club Property

We discussed the fact that each of the senior teams besides the L5 and M6 teams received an allocation of balls including new ones at the end of March and already many of these are missing. I implored the coaches to get their players to take more responsibility for the club's property and also reminded them that any missing hockey balls would be deducted from their coaching remuneration come the end of August or end of September.

c) Player Feedback Forms

Coaches were granted an extension until Thursday the 20th of July. Quite a few players were absent from training last week and many of them especially scholars were unavailable for the last round of league matches this past weekend. This made it difficult for the coaches to ensure that 100% of their players completed this exercise. Oscar and I will share the responsibility of providing the senior coaches with their respective feedback along with our recommendations.

d) Current Log Position

We perused the current log positions and were in agreement in terms of the following team objectives for the end of the season:

- ❖ LGR – promotion to LGC
- ❖ L3 – retain status and push for a 3rd place finish
- ❖ L4 – retain status and push for a top 6 finish

- ❖ MGC – top 4 finish
- ❖ MGR – top 3 finish
- ❖ MTC – win the league and not accept promotion to MGR division
- ❖ M4 – finish inside the top 2 to gain promotion to the M3 division

e) Selection Going Forward

We discussed the possibility of having a second team in the MGR division in 2018 if the MTC gains promotion this season. Everyone present was unanimous in their opinions that it will not be feasible to have two teams in the same division. We also looked at the composition of the current MTC team which consists of 70%

scholars. There is no guarantee that enough of these scholars will be capable of playing in the MGR division come 2018...some of them may even opt to focus on school hockey next year due to them being in matric.

It was also decided that senior, experienced players in the L3 team will be utilized in the L4 team for the second half of the season to add some stability to this very young, inexperienced team. The L4 team is currently our “nursery” in the senior ladies division with approximately 20 players aged 14 – 18 in this team. Retaining the L4 slot for 2018 is a non – negotiable and it is imperative that we bolster this team soonest.

I received comprehensive feedback on behalf of the L5 team from Ursula Smith in her capacity as manageress/coach for this team. Even though there is an oversupply of players for the L4 team, we have discovered a trend where young L4 players not selected to represent the team on a given weekend are not prepared to assist the L5 team. This problem needs to be addressed at a Wednesday evening training session by an exco member along with the L4 manageress, Janine Johnson, who has been done her utmost to communicate effectively with these young L4 players besides herself doing a sterling job when communicating with the parents of these players. There is a feeling that these young scholars do want to play with the ‘masters’ ladies in our club. Ursula also mentioned that the “mommies” in the L4 team would like to train on the mini – astro on a Friday evening while the u13 youth teams train on the astro.

From a senior division selection perspective, all the coaches felt that it was difficult to apply strict selection criteria when it came to training attendance. This was as a result of the mid – year examinations for the scholars in the senior teams as well as the month of Ramadan. Everyone was in agreement that training attendance should definitely improve come the second half of the season. The strongest teams possible will be selected also taking into account training attendance and financial compliance.

f) Goal Keeper Training

Training sessions are adding value but we would still like to inquire as to when the floodlights will be erected on the mini – astro so that Grant doesn't have to encroach of the space of the two teams utilizing the main astro. It was also noted that one or two of the goal keepers only attend the hour of specialised GK training but they do not remain afterward to train with their respective teams. We will address these individuals very soon to

remedy the situation. Randall Hendricks will hopefully source an additional GK to play in the M6 team as the resignation of Clement Mumba owing to unhappiness related to his non – selection for the M4 team has resulted in the M6 team not having a regular GK.

g) Relationship between coaches and players

We also discussed the relationship between coaches and players as well as parents. This may be a sensitive issue but a few of us are of the opinion that a few parents of scholars are getting too 'close' to coaches hoping to get their sons into higher teams. I reminded the coaches that there needs to be a professional approach adopted at all times and we trust that nobody is being influenced in this manner. This is prevalent in the men's division especially in the men's division. It has also become apparent that just like in the L4 team a few of the scholars in the M4 team are not prepared to represent the M6 team whom are always in need of additional players. In the same vain that I have appealed to an exco member to address the L4 ladies, it is imperative that the same exercise is duplicated on a Thursday evening with the MTC as well as the M4 teams! Oscar Hendricks has offered to address these young players but it will be very useful to have an exco member present as well. We are not in the business of entertaining scholars who disrespect our selection processes!

I also brought it to the attention of the males coaching senior ladies teams in our club that some high schools have "banned" male coaches who coach high school girls' teams from communicating with these scholars via WhatsApp and social media. All of our CHC senior ladies teams have female managers in place so from henceforth the three male coaches must communicate with a player via the team manageress. Oscar and I would like to propose that this rule be applied by the club indefinitely.

Bruce Jacobs raised a very important point related to the growth of senior coaches in that we should have "brainstorming" sessions as a group. This is largely due to his observations that players being promoted are not necessarily tactically 'clued – up" which may be as a result of coaches in our various teams coaching tactical aspects in a different manner. We all agreed that this sort of exercise is long overdue but finding the ideal time is always a challenge as everyone is always busy. I have recommended that we find a suitable date soon to have a session of this nature which should include the u13 division coaches as well. I admitted to the coaches present that even

though I have been wanting to host this sort of exercise at least once per month for the club's coaches, I just have too much on my plate.

We also feel that the on-field culture has been improving but the off-field culture is suggested that the senior coaches encourage their players to come and watch international hockey which is being televised on Supersport.at the clubhouse on Saturday the 15th as well as Saturday the 22nd of July. We felt that this would be a good start from a social side of things and now that Ramadan has passed the club could potentially look to have a fundraiser by the end of August.

Action plan for main aspects that require attention:

a) Accommodating the increased number of players in the senior division

Ensure that incumbent managers and coaches of the nine senior teams get feedback from all their team members before the end of January 2018 for the season so that we can assess numbers prior to pre – season phase commencing at the beginning of February.

There also needs to be continued recruitment taking place especially for the ladies (L5) and men's masters' (M6) teams.

b) Relationship between senior players and our u13 players

Management teams of the respective senior teams to devise a rotational roster where 2 players per senior team perform duty in the u13 division whereby these senior players either umpire the u13 home matches or assist at u13 training on a Friday evening. This is aimed at the non – scholars in the senior division only as the scholars participating in the senior division will be obligated to perform duty also on a rotational basis by doing tech – table duty for all senior division home matches. The u13 players who perform ball jockey duty for the male and female GC teams in 2018 are introduced to the respective teams in the changing rooms prior to a match commencing.

c) More social/fundraising events

A fundraising committee is established before the end of November 2017 to map out events for 2018. The main priority is to start raising funds to assist players who will be participating in the 2018 KC March Easter tournament. A member of each of the nine senior teams has to serve on this fundraising committee in an ad hoc capacity.

d) Formulating an official team selection policy

A panel of selected senior coaches along with Oscar Hendricks and Kurt Cerfontyne to devise this policy which must be communicated to all members before the pre – season phase commences on 5th of February 2018.

e) Pre-season fundraiser

2018. This is only open to current senior members and prospective senior members. Players pay R20 participation fee each Friday and every team consist of a squad of 10 players. We should look to secure eight mixed teams who will participate in this fundraising event which will also ensure activity at Vygieskraal on a Friday evening.

A player draft can be held at the club on the last Saturday in January which can serve as a social pre – season event for the club.

f) Redesign membership forms

The club's membership (registration) form is redesigned to incorporate a section where every member has to indicate their commitment to one of the following:

13 training assistance, senior umpiring, fundraising, facility maintenance, neighbourhood league assistance, social media assistance

Tech table duty is reserved for the scholars playing in the senior division.

g) New system for allocation of club property

A crate containing a total of 120 hockey balls is collected from the equipment storage facility by one of the two coaches sharing the field during the early training slot (18h30 – 20h00). These balls are collected and counted by the players of both teams five minutes prior to the end of the training session. The two teams sharing the field for the late training slot (20h00 – 21h30) are responsible for doing a count at the end of their session and returning the crate of hockey balls to the equipment storage facility.

Also, each senior team coach provides his own hockey balls for pre – match warm up purposes. This can be their own personal hockey balls or they can request that their team members bring hockey balls for this purpose. The respective senior management teams can impose a strategy to recover the costs for hockey balls lost during pre – match warm ups.

h) **Additional points raised**

Membership audit to be done by end of February to determine whether an additional L5 as well as M6 can be fielded in 2018. A massive concern about the "imbalance in these two teams related to their composition...young players not learning from older players who are participating in a more "social" capacity. We may also have an influx of more scholars based on the success achieved by our teams this past season.

A generic pre-season fitness program to be sourced for all non – scholars participating in the senior division. This program will also not be directed at the national and provincial senior squad members within the club who follow specific senior national and senior provincial conditioning programs.

Every senior team must have a manager next season...too challenging for a coach to often manage everything on their own.

Lighting needs to be installed for the mini – astro as the senior coaches felt that accommodating the senior GK training sessions was bit difficult at times.

Jeff Cloete
President
1 July 2019