

**THE HONG KONG HOCKEY ASSOCIATION  
WOMEN'S SECTION (HKHAWS)**

**ANNUAL GENERAL MEETING**

**Minutes of Meeting**

Date : 29<sup>th</sup> June 2020 (Monday)  
Time : 7:30 p.m.  
Venue : Hong Kong Football Club

**Attendance -**

Leela Patel (LP)	Chairwoman
Kitty Yau (KY)	Umpire Secretary
Eva Thometz (ET)	Committee Member
Moka Mok (MM)	Committee Member
Karina Lam (KL)	Ex-officio rep. from Council

**Absent with apologies -**

Noel Chau (NC)	Vice Chairwoman
Leena Madhvani (LM)	Hon. Secretary
Snowy Yii (SY)	Hon. Treasurer
Christine Wood (CW)	Grounds & Fixture Secretary
Margaret Whittingham (MW)	Committee Member
Selina Wong (SW)	Committee Member

**In Attendance**

Ambrose Kwan

HKHAWS Administrative Assistant

<b>1</b>	<p><b><u>Attendance and apologies</u></b></p> <table border="0"> <tr><td>Antlers</td><td>Samantha Sinn</td></tr> <tr><td>Dutch</td><td>Tessa Brink</td></tr> <tr><td>Ewis</td><td>Ahmed Ewis</td></tr> <tr><td>HKCC</td><td>Madeleine Trussell</td></tr> <tr><td>HKCC</td><td>Gen Rowe</td></tr> <tr><td>HKCC</td><td>Vivian Li</td></tr> <tr><td>HKFC</td><td>Anthea Murray</td></tr> <tr><td>HKU</td><td>Karina Lam</td></tr> <tr><td>KCC</td><td>Anita Chan</td></tr> <tr><td>Khalsa</td><td>Simran Kaur</td></tr> <tr><td>Phoenix</td><td>Gloria Law</td></tr> <tr><td>Recreio</td><td>Chan Pei Chung</td></tr> <tr><td>Recreio</td><td>Carolyn Chong</td></tr> <tr><td>Rhino</td><td>Rhoda Wang</td></tr> <tr><td>Shaheen</td><td>Kitty Yau</td></tr> <tr><td>Valley</td><td>Leela Patel</td></tr> <tr><td>Veterans</td><td>Mayura Kim Roberts</td></tr> </table> <p>A quorum being present, the meeting commenced at 7:36pm.</p>	Antlers	Samantha Sinn	Dutch	Tessa Brink	Ewis	Ahmed Ewis	HKCC	Madeleine Trussell	HKCC	Gen Rowe	HKCC	Vivian Li	HKFC	Anthea Murray	HKU	Karina Lam	KCC	Anita Chan	Khalsa	Simran Kaur	Phoenix	Gloria Law	Recreio	Chan Pei Chung	Recreio	Carolyn Chong	Rhino	Rhoda Wang	Shaheen	Kitty Yau	Valley	Leela Patel	Veterans	Mayura Kim Roberts
Antlers	Samantha Sinn																																		
Dutch	Tessa Brink																																		
Ewis	Ahmed Ewis																																		
HKCC	Madeleine Trussell																																		
HKCC	Gen Rowe																																		
HKCC	Vivian Li																																		
HKFC	Anthea Murray																																		
HKU	Karina Lam																																		
KCC	Anita Chan																																		
Khalsa	Simran Kaur																																		
Phoenix	Gloria Law																																		
Recreio	Chan Pei Chung																																		
Recreio	Carolyn Chong																																		
Rhino	Rhoda Wang																																		
Shaheen	Kitty Yau																																		
Valley	Leela Patel																																		
Veterans	Mayura Kim Roberts																																		
<b>2</b>	<p><b><u>Minutes of Previous AGM</u></b></p> <p>Minutes of the HKHAWS Annual General Meeting held on 17<sup>th</sup> June 2019 were confirmed. Proposed by Anthea Murray (AM – HKFC) and seconded by Leela Patel (LP).</p>																																		

3  
3.1

**Committee Reports**  
**Chairwoman's Report**

**Presented by Leela Patel**

Hong Kong has experienced an unprecedented 12 months starting off with disruptions due to mass social events and disruptions in the first half of the season followed by Covid-19, experienced with the rest of the world, resulting ultimately in the cancellation of the domestic competitions. Above all else, I must thank all clubs, players, coaches, umpires and the office for their co-operation, understanding and support during these extraordinary times.

Our national team continued to train despite the disruptions subject to the availability of different venues. We remain grateful to the generous support afforded to our national team programme by the Home Affairs Bureau (HAB) Team Sports Funding and by our sponsors Ruttonjee and JDH (Jamie Dwyer Hockey) and the Dillon family's sponsorship towards our youth. We appreciate that the overall level of sponsorship will be reduced in the current climate.

This season saw the largest number of teams in the top two divisions in recent years, with 9 teams in the premier division and 10 in division 1, continuing the committee's objective to bring back up the number of teams playing at a higher level. Whilst at last season's AGM we were already able to announce provisionally the divisions for the next season, given the ongoing uncertainties surrounding Covid-19 and the related restrictions, this will not be possible at this AGM. However, clubs have already been given the opportunity to raise any specific issues regarding next season for consideration in our questionnaire. This should enable the next committee to finalise the divisions within the next month.

We will endeavour to release fixtures earlier to enable clubs to plan accordingly and avoid giving walkovers through lack of players. I reiterate to all teams the same point as last year - with more money being invested in team sports in Hong Kong, hockey faces increasing competition for the use of pitches. If we do not continue to make full use of the pitches made available for league fixtures, then we simply risk losing pitch slots.

This season was particularly challenging and I thank teams for their patience, particularly when games had to be rescheduled at the last minute due to protests in October and November. These were frustrating times but thanks to the work of our fixtures secretary, the HKHA office and the teams involved, we had been able to make up almost all of those games by Chinese New Year.

Notwithstanding the above, given the growing number of different team sports in Hong Kong, the pitches are an increasingly valuable commodity both for matches and training

as hockey faces increasing competition for the use of pitches. All teams must be mindful of this when giving walkovers and/or requesting any changes to matches after fixtures are finalised. Save for key holidays such as Christmas, Chinese New Year and Easter, teams should expect to play matches on all weekends between September 2020 to May 2021 with a small number of weeknight matches as well.

We hosted our second Premier Hockey 5s tournament in January with our affiliated club premier division teams and using the FIH hockey 5s format. Positive feedback was again received and I hope that this event, which has served as a showcase of women's hockey in Hong Kong and promotes a format being pushed by the FIH, continues to grow. I would like to thank everyone who helped make this happen, including Eva Thometz, Simon Chapman, HKFC and Jowie and Ambrose.

I would like to highlight the HKHA's Code of Conduct which applies to all participants and the overall spirit in which the game should be played. We are receiving more reports of unsportsmanlike behaviour and seeing an increasing number of cards. In one particular game a sexual harassment complaint was made against a player. The matter was handled by Council in accordance with the HKHA's Sexual Harassment Prevention and Handling Policy and has been concluded in the strictest confidence. However, I sincerely hope that future incidents will not require such escalation as participants and umpires work more closely together.

With regards to the abandonment of the women's competitions, a discount will be made on team registration fees for next season. Questions received have highlighted the need to clarify what team registration fees paid by clubs to the HKHA are used for. In addition to covering domestic competition costs, the monies contribute to ongoing fixed overhead costs necessary to the running of the HKHA (such as rent and salaries) and the national team programme (the ongoing success of which is essential to the HKHA's standing as a National Sports Association (NSA) and standing when gaining access to public venues for hockey related activities such as courses, training and matches), promotion and development of hockey amongst the community. Therefore, given the majority of the costs of the HKHA are ongoing notwithstanding the abandonment of the competition, savings will not be correlative to the number of games played/not played. The final amount will be calculated and approved as soon as possible once the HKHA's accounts for 2019-20 are finalised.

Finally, further to discussions at last season's AGM, HKHA Council circulated a proposal to clubs about its plans to reorganise the HKHA and bring the allocation of responsibilities on Council in line with other national sports associations, both in Hong Kong and overseas. The objective is to create a more streamlined and unified organisation with all members of Council working towards the common goal of developing and promoting all

areas of hockey equally.

In order for the changes anticipated by the proposed reorganisation to be successful and benefit the whole hockey community, all those elected to Council roles must give equal consideration to the development and opportunities to be created for men, women and youth and consider hockey overall rather than individual sections. We continue to see increased collaboration amongst the men and women's sections and are moving in the right direction, though there continue to be, on occasion, significant differences on key points. Any reorganisation will need to be approved at the Council's AGM by each of the men and women's sections of affiliated clubs. Should you have any questions please do not hesitate to ask questions before such meeting.

Finally, I would like to thank the outgoing committee, everyone in the office, council members and all the clubs for all their support and patience during these unique twelve months

3.2 **Grounds & Fixtures Secretary's Report**  
**Presented by Leela Patel on behalf of Christine Wood**

I would like to commence my report by acknowledging that it's been a challenging season in many respects but particularly in terms of scheduling and to thank everyone for their patience.

The start of the season saw 49 teams playing across five divisions in the women's league, which was the same as the previous season. One team, regrettably, had to withdraw (see details below) and we concluded with 48 teams.

We had nine teams in the premier division (up from eight) and 10 teams in division one (static). The season started with 10 teams in division two (static) but this was reduced to nine teams when Dutch had to sadly withdraw their B team near the halfway point. Division three consisted of 10 teams (static) and 10 teams made up division four (down from 11).

The divisions mostly completed the first half of the season under unprecedented circumstances but unfortunately the knock-out competition including the Guv Dillon Cup was not able to take place. As we now know the difficult decision was made to cancel the season.

Availability of pitches continue to be at a premium and as we look to maximize how we use the time available to us:

- The extended time we incorporated for Premiership games last season continued to

be implemented successfully.

- In order to accommodate the volume of games in the time available we increased our weeknight slots to include Tuesday at Happy Valley. Teams should continue to expect games during the week, regardless of whether they have a Vets team in their league. Every effort is made to divide the timeslots in a fair and orderly manner, notwithstanding the league order (Prem to Division 4).
- We identified that moving to quarters did result in some teething problems around the stopping and restarting of games and more work has been done to implement measures to ensure that games start and finish on time. We acknowledge that more education, diligence and enforcement of timings need to happen in order for this to work better, with the onus very much on umpires and captains. The consequences of not adhering to starting/finishing games on time could result in a reduced number of game slots and impact the season length, increase number of weeknight games etc.
- There remain some issues with the watering of pitches and the poor quality of others which impacts timings and availability. We continue to work closely with venues to make sure the impact is as minimal as possible.

We will continue to consult and ask for feedback from clubs on all of these changes implemented to ensure that it doesn't disadvantage teams.

The committee would again like to thank Hong Kong Football Club for their ongoing support allowing us to use their pitch and affording flexibility to us.

A successful one-day premiership 5-a-side tournament took place on 11<sup>th</sup> January at Hong Kong Football Club. The committee would like to thank everyone who was involved in the planning, organization and set up of this tournament, including in particular the team at Hong Kong Football Club, the HKHA office and Eva Thometz of the HKHAWS.

Regarding challenges faced this season, I think it is important to note here that in determining whether games take place, the health and safety of players is our priority at all times. The committee spends a considerable amount of time consulting and reviewing peer groups in Hong Kong and around the world before making decisions.

With so many factors to consider, scheduling is not a 'one size fits all' remit and it's important that Clubs adhere to providing information ahead of time and minimizing requests as much as possible.

My recommendations to the incoming committee are as follows:

- Prepare more contingency plans as potential disruptions should continue to be

expected next season

- Continue with the premierships showcase tournament immediately after the Christmas break. Build in the potential for more tournaments as part of a more flexible approach.
- Continue to emphasize the importance of starting/finishing on time (with a lead being taken by umpires and captains) to ensure the smooth running of the league.

3.3

**Umpires Secretary's Report**  
**Presented by Kitty Yau**

In the 2019 – 2020 season there were 7 refresher courses held and no beginner courses that were organized by the HKHA umpire's section.

After the refresher course we have 48 registered female umpires, and there are few new lady umpires registered after the practical assessment till January, 2020. However, we had fewer opportunities this season because of the protests and COVID-19 causing games to be postponed and rearranged and the premature end of the season.

In this season, HKHAUS set up an umpire rating system. From the rating report alone it is difficult to evaluate an umpire's performance during the game because some teams don't input a rating or the winning or losing team the rating showed different ratings for the performance. However, we will work with the HKHAUS to provide further guidelines on the different ratings.

Last but not least I need to say thank you to all appointed umpires that I assigned in the first half season without whom games could not happen.

Finally I would like to thank all the club convenors for your support, co-operation and patience and thank you to Jowie from the HKHA office, for her admin work.

4

**Treasurer's Report**  
**Presented by Leela Patel on behalf of Snowy Yii**

The accounts presented at the meeting (annexed to these minutes) have been prepared by the Council's honorary treasurer and remain subject to final approval at the HKHA AGM in July.

There were 49 teams registered in the 2019-20 season, who contributed a total of HKD 528,000 in registration fees for the last fiscal year. Our section's financial status is healthy at this moment as our cash flow is enough for the upcoming events, squad training and league expenses.

Since all the oversea tournaments and trainings are all postponed in the last six months, government subvention designated for these tournaments are to be put into reserve fund of HKHA's account for future use.

For the coming season, the registration fee will be adjusted, and discount will be applied to teams. The exact amount will be announced after confirming with council.

There are several sponsorships received this year, thanks to the effort made by the committee members from different sections. These sponsorships are helping in subsidizing our further development of hockey. It is also believed that more effort needs for finding sponsorship in coming year, as everyone and all business are deeply affected by the COVID-19 pandemic.

Leela Patel (LP) added that a percentage or a number will be provided to clubs regarding the discount for next year's registration fee. She noted some of the unused subvention will be saved as reserve funds. However, a cap of reserve funds may limit the savings from Women's League 19-20. Gen Rowe (GR) queried if the expenditure of the account report is accurate. LP confirmed it is accurate, but LCSD will have callback on the subvention, therefore the numbers cannot be confirmed at the moment. Tessa Brink (TB) raised the chance of collecting payments in two terms instead of one payment in the beginning of season because of the uncertain atmosphere in Hong Kong, especially with players paying in full payments and did not play as much as desired in 2019-2020 season. LP acknowledged the concern and mentioned it can be brought up at Council. She noted that difficulties include clubs may withdraw in the second half of the season and the high amount of admin workload.

**5. Election of Office Bearers**

Approved

Chairwoman	Leela Patel	Valley
Vice Chairwoman	Noel Chau	Shaheen
Hon. Secretary	Eva Thometz	KCC
1. Committee Member	Kitty Yau	Shaheen
2. Committee Member	Leena Madhvani	HKFC
3. Committee Member	Moka Mok	KCC

From the floor

Hon. Treasurer	Snowy Yii	Ewis
4. Committee Member	Selina Wong	Aquila
5. Committee Member	Vivian Li	HKCC

6

**Any Other Business**

Madeleine Trussell (MT) queried the start date of the 2020-2021 season. Leela Patel (LP) mentioned late September was being targeted. She noted there are pitches available in the beginning of September and WS would try to arrange warm up matches for players to get back into playing before start of league. Kim Roberts (KR) suggested beginning the matches in early September may provide more flexibility in the league games fixture. LP noted some players preferred to have back to back weekends of matches particularly at higher grades but once option could be to start matches for lower division first.

LP reminded everyone of the HKHA AGM where clubs would be expected to vote on the proposed changes of HKHA structure, with sections like Local Competition, International, Development, which a proposal was sent to clubs by council via email. Madeleine Trussell (MT) questioned if the proposed structure has changed. Karina Lam (KL) mentioned no changes has been made from the proposal. Anthea Murray (AM) brought up if all sections including umpire sections will be tied together. Leela Patel (LP) said yes. Karina Lam (KL) mentioned all sections are tied together as resources should be joint instead of spilt between sections such as Men's, Women's, Promotion and Development, Umpiring, with the latter two not having sufficient funds to run on their own. Leela Patel (LP) added streamlining workflow and gathering resources are the goals. There may be voting structure changes. LP noted clubs with men and womens teams would get two votes and encouraged clubs to attend Council AGM in July 2020 and reach out to anyone on HKHA if there were any questions before then.

Meeting closed at 8.20pm



*Annex – HKHAWS Income Statement for Year Ended 31 March 2020*

THE HONG KONG HOCKEY ASSOCIATION - WOMEN'S SECTION

INCOME STATEMENT FOR THE YEAR ENDED 31 MARCH 2020

HK\$

INCOME

Income from Clubs and Players	582,300.00
Subvention	1,634,522.35
Sundry income	339.50
	<hr/>
	2,217,161.85

LESS: EXPENDITURE

Local competitions	84,292.80
Oversea tournaments	454,914.13
Women's Invitational Tournament	32,247.70
Squad coach, equipment and training	743,994.43
Subvention to P&D	50,000.00
Administrative expenses	34,285.12
	<hr/>
	1,399,734.18

Surplus for the year	<hr/>
	817,427.67

STATEMENT OF FINANCIAL POSITION AS AT 31 MARCH 2020

ASSETS

Accounts receivable and prepayments	352,865.58
Current account with Council and Sections	1,608,522.99
Cash and bank balances	468,445.26
	<hr/>
	2,429,833.83

LIABILITIES

Accounts payable	(173,525.25)
	<hr/>

Net assets	<hr/>
	2,256,308.58

RESERVES

Accumulated surplus brought forward	1,461,569.41
Clawback of unspent subvention in prior years	(22,688.50)
Accumulated surplus brought forward after clawback	1,438,880.91
Surplus for the year	817,427.67
	<hr/>

Accumulated surplus carried forward	<hr/>
	2,256,308.58