



(Virtual)

# Annual General Meeting

1<sup>st</sup> September 2022



# AGM AGENDA

- 1 Approval of Minutes of the 2021 Annual General Meeting held on 2<sup>nd</sup> September 2021  
(These can be approved through the google link portal in point 7 below)
- 2 President's Report
- 3 Treasurer's Report/Financial Statement
- 4 Objectives for 2022/2023
- 5 Sponsorship and funding Report for 2022/2023
- 6 Financial Projections for 2022/2023
7. Any other business  
(Please go to the google link provided to approve last year's minutes &/or raise any queries or other hockey related matters).

# Minutes of the Annual General Meeting

Held on Thursday 2<sup>nd</sup> September 2021 at 19:00hrs  
at the Victoria Stadium, MUGA Hall, Bayside Road, Gibraltar

## Management Committee present:

Club President:	Diana Soussi Avellano
Club Secretary:	Steven Soussi
Club Treasurer:	Marie Sene
Development Officer:	Kevin Casciaro
Membership Officer:	Nicholas Balban
Fundraising and Sponsorship Officer:	Carla Brooks
Council Support Officer:	Adrian Bado

## General Committee present:

Social Secretary:	Tyrene Balban
Press Officer:	Sharon Soussi
Merchandise and Kit Officer:	Megan Avellano

### 1. Welcome address

The Club Secretary, Steven Soussi opened the meeting by welcoming all those present at the Club's first Annual General Meeting. He then proceeded in explaining that such meeting would progress in the order of items contained in the Agenda.

### 2. Apologies for absence

The Club Secretary, Steven Soussi relayed to the members the apologies for absence received in advance from the Welfare Officer, Kim Chang and the Umpires Manager, Paul Evans.

### 3. President's Report

The Club President, Diana Soussi Avellano addressed the floor on a chronological account of the club's 2020/2021 season's progress and achievements. She made reference to the growth in the club's membership, the expansion of the club's identity with our newly formed Grassroots group and our domestic participation accomplishments. She ended her report with a few words on the End of Season fun day and award presentation and concluded wishing the club the very best for the new season ahead.

### 4. Treasurer's Report for 2020/2021

Attention was drawn to the entries reflected in the Financial Statement presented to the members. With emphasis on a minor outstanding refund to be made to Lauren Parkes for £58.41, and no outstanding debtors to carry over to the next financial year, the club's net balance was of a positive £1,300.89. It was further announced that all monies received, raised and procured by the club was fully re-invested into the development, safety and enjoyment of its members as absolutely no one in the club (coaches, managers committee members, etc.) is remunerated in any way and their time and dedication is on a voluntary basis.

### 5. Objectives for 2021/2022

The Club Secretary read out the Objectives Report for the upcoming season where our members will benefit from and enjoy the different awards available, the competition and development opportunities, financial aims, communication stream with our financial supporters and COVID permitting, foreign participation and social events.

## 6. Sponsorship and Funding Report for 2021/2022

Mrs. Carla Brooks presented the members with a breakdown of the projected Sponsorship and Funding Report where she highlighted '3' as the magic number, with three partners and three sponsors. Within this report, we could also appreciate the club's expenditure commitments to that offered to our financial supporters bringing a very healthy net income. She also announced the availability of advertising space in our club's website and invited those interested to contact her.

## 7. Financial Projections for 2021/2022

An estimated report of the potential income and expenses was presented. In this report the club reflected a list of outgoings in line with the objectives set out for the year ahead. It was also explained that these potential entries would be subject to the actual income received.

## 8. Election of the General Committee members who will serve for a period of two consecutive years

- a) Umpires Manager (outgoing candidate: Paul Evans)
- b) Social Secretary (outgoing candidate: Tyrene Balban)
- c) Press Officer (outgoing candidate: Sharon Soussi)
- d) Merchandise and Kit Officer (outgoing candidate: Megan Avellano)

With all four outgoing candidates standing for re-election in their respective posts and with no other nominations received from the floor, our fully registered members proceeded to the secret voting of the candidates with the following recorded count:

Umpires Manager	Paul Evans	16 votes in favour	0 No candidate votes
Social Secretary	Tyrene Balban	17 votes in favour	0 No candidate votes
Press Officer	Sharon Soussi	17 votes in favour	0 No candidate votes
Merchandise & Kit Officer	Megan Avellano	17 votes in favour	0 No candidate votes

Congratulations were expressed to our re-elected members who will work towards supporting the club and its members in their respective roles for the next two years.

## 9. Any other business

### a) Commencement of training activities

The club is waiting on the association's training schedule confirmation outlining the training slots allocated to each of our respective teams. Training allocations for our junior teams have been requested to include sessions ending at 6pm and another starting at 6pm to allow our members from Spain sufficient time to arrive. Training allocations for our senior teams have also been requested for our female and male teams. This will be notified with the respective teams as soon as the club is informed.

### b) Awards

Further extensive information was provided on the different awards available to our members. These awards will motivate the performance of our members by way of achievement rewards.

### c) Friendly matches against nearby Spanish teams

It is the club's intension to organise as many friendly games as possible to expand our competition's calendar and offer further development opportunities to our members.

### d) Trip to Portugal

This trip is being organised for Easter (14<sup>th</sup> to 18<sup>th</sup> April 2022) and the club is inviting the participation of all teams with the exception of the Grassroots members. All relevant information regarding to this trip will be available in the club's website (member's area). During the month of October, the club

will provide an expression of interest form which will be used to assess the possibility of our participation. The club will also look at monthly payment schemes as well as ways to fundraise in order to reduce costs to those participating.

Q: Mr. Ian Grech asked if this trip would be available to all categories and teams within the club.

A: Diana Soussi Avellano responded that it will be available to all categories and teams and participated by those with sufficient players.

There being no further business to discuss, the meeting ended at 20:00hrs

## President's Report

It is with delight that I am addressing you to share some of the activities and accomplishments of our club during the 2021/2022 season.

It is through the dedication and efforts of our club's volunteers in their roles as coaches, umpires and committee members that we continue to grow from strength to strength. Our club's governance framework, sporting and personal development programmes and activities are a testament to our success in the club's promotion and enhancement of a healthy and enjoyable social calendar.

At the end of the 2021 season we recorded a total of 61 new members, one grassroots group (mixed boys and girls), three hockey5s girls' teams and one senior ladies team. This year we have witnessed a remarkable growth to 106 members, one grassroots group (mixed boys and girls), three hockey5s girls' teams, one hockey5s mixed team (girls and boys), one senior ladies team and one senior men's team which we are extremely pleased of having managed to include this year.

The financial support received from our Partners 'Gibunco' and 'Gibraltar Orthopaedic & Medical Clinic' as well as our sponsors 'BMI Estate Agents' and 'Basewell Limited' has been key to enable the club to meet its resourcing needs, including playing kits for all our competitive and non-competitive members and our respective award programmes. I cannot express enough my sincerest appreciation and gratitude for their generosity and commitment to supporting our passion for the sport which we gladly offer to the community.

The club's growth has also received international recognition from top international brands such as Mercian, OBO and Osaka. I am incredibly honoured to have them alongside us and my deepest thanks also goes out to them.

I am extremely proud of the ethos and development platforms we offer through our awards. This season we hosted our first Titans Annual Awards Gala at which we delivered and celebrated the presentation of the Junior Leadership, Talent and Sportsmanship Awards. I am really pleased with the outcome of each and every one of them. It is extremely gratifying to be part of our member's character and performance developments which we will continue to offer.

I would like to personally thank our staff, our committee members and indeed all those working for hockey, especially in our club. We all worked hard to deliver a successful season and wish you all an even more successful upcoming season which I am sure will be no less ambitious.

**Diana Soussi Avellano**  
(President)

# Financial Statement 2021/2022

Assets		Liabilities	
£		£	
Total Income	18,740.07	<b>Outstanding Creditors</b>	
Less Total Expenditure	14,340.57		
	<u>4,399.50</u>		
<b>Outstanding Debtors</b>		Total Liabilities	<b>0.00</b>
Nil	0.00		
	<u><b>0.00</b></u>		
<b>Total Assets</b>	<b>4,399.50</b>		

**Net Assets £4,399.50**

Income	2021/2022	2020/2021	Expenditure	2021/2022	2020/2021
	£	£		£	£
Opening Balance	1,359.30	2,000.66	GH Team Registrations	350.00	200.00
Club Annual Subscriptions	2,935.00	2,045.00	GH Player Registrations	3,800.00	1,860.00
GH Annual Subscriptions	2,710.00	2,050.00	General Expenses	-	656.99
Club Sponsorships	5,090.00	7,750.00	Coaching Equipment	-	788.61
Club Fund Raising	-	-	Club Clothing Equipment	887.63	4,717.75
Club Clothing Equipment	887.63	-	Personal Clothing Equipment	2,441.31	1,697.55
Personal Clothing Equipment	3,059.14	1,699.00	Storage Equipment	1,555.50	-
Social Activities	2,699.00	-	Goalie Equipment	895.54	1,885.79
Event Sponsorships	-	-	Promotional Equipment	414.10	199.00
Event Player Dep.	-	24.03	Equipment Shipping Costs	30.00	-
Event Fund Raising	-	-	Training Clothing	-	-
Event Player Accommo. Refund	-	2,148.32	Social Activities	3,201.41	368.00
			Club Logo Design	-	60.00
<b>Total Income</b>	<b>18,740.07</b>	<b>17,717.01</b>	Printing	-	-
			Bank Charges	-	75.50
			Award Trophies	706.67	-
			Event Accommo. Deposit	-	-
			Event Travel Deposit	-	-
			Event Clothing	-	-
			Event Sponsorship Refunds	-	600.00
			Event Player Balance Refunds	58.41	3,248.52
			<b>Total Expenditure</b>	<b>14,340.57</b>	<b>16,357.71</b>

## Objectives for 2022/2023

This year the club will give a special focus to the development opportunities available to our players/teams both locally and abroad. It is intended to include the following to our competition's calendar:

### Day-Trips

We will seek friendly matches against nearby Spanish team and offer an extended competitions calendar. This will be offered to all our members and participated by teams with sufficient players.

### Foreign Competitions

We are hoping to materialise our 2021 travel plans to Portugal (dates are yet to be discussed with our teams and the Portuguese side). This will be offered to all our members and participated by teams with sufficient players.

A further competition will also be offered to our senior teams to participate at a hockey festival in the UK (potentially in Easter/summer)

### Recognition and Awards

The club is proud to offer the following Awards during the season:

#### Junior Leadership Awards Programme

The Junior Leadership Award is a one-year programme available to all club members aged between 12 and 17. Interested members are to enrol in this programme by the 28<sup>th</sup> October 2022 and must familiarise themselves with the list of tasks they will need to perform in order to successfully complete the award. The programme will start on 1<sup>st</sup> November 2022 and will run all the way through to the end of the season.

*(This programme will develop our member's leadership skills where they will learn the importance of commitment, discipline, respect, effort and fairness)*

#### Titans Talent Award

The Titans Talent Award is one of our most challenging awards. It is of utmost importance that we offer performance incentives to our members and motivate them to become the best they can be. This award, which is highly rewarded with the foreign participation of our top two talents, will require hard work, determination, persistence, resilience, passion and a lot of dedication.

*(This award will motivate performance but the right moral standards such as appreciation, honesty, respect and loyalty are also expected).*

#### Titans Sportsmanship Award

An award which will be attributed to a club member whose moral skills and behaviour is an example to others. The Sportsmanship recognition does not necessary have to be awarded to the natural general behaviour of a person, a single exemplary action can also be inspiring and deserving of such award.

*(This award will support and educate our members to being unselfish, humble, caring, considerate and a team player).*

#### Titan of the Year

An award presented to a member who has performed beyond the normal call of duty in a voluntary capacity during the season to support the Club and its members. The TITAN OF THE YEAR is someone (male or female) who has made a real difference to the Club and who has represented the Club in a



respectful and reputable manner. This award is chosen by the Club's Management and General Committee Members and presented by the outgoing Titan of the Year person

### **Grassroots growth and activities**

The club will continue to offer hockey activities for this group of members between 4 and 8 years of age. The club will propose the introduction of 'Pre-Hockey' competition to the association as a preparatory year to players between 7 and 8 years of age. This will assist our infants with a smoother and less intimidating participation to competitive hockey in their first year.

### **Hockey5s teams/ players' participation**

Our team's participation is a very established one. In the 2021/2022 season we registered a mixed team of boys and girls which we would like to convert to a fully boys team. This will assist in the recruitment of more boys and build towards a future on male participation at senior level.

### **11-a-side teams/ players' participation**

The club has numerous female development players which we will look at potentially registering a development team. This will assist them in obtaining match practice of an inferior level where they will be able to gain more confidence in both offensive and defensive play.

### **Development of Goalkeepers**

It is vital for the development of our teams that goalkeeping is tackled and covered just like every other position in the pitch (defenders, midfielders and strikers). Therefore, we will offer separate dedicated sessions for the development of our goalkeepers.

We will also encourage our junior members into goalkeeping by way of rotation amongst our players during their training sessions providing opportunities and potential permanent recruitment.

### **Development of Umpires**

Through our Umpire's officer, we will offer umpiring opportunities to members interested in this part of our sport. A programme will be prepared where our candidates will receive the proper training and match practice to assist in the development of their umpiring skills. An EHF/FIH platform is also available to over 18 year olds, who we will be happy to support.

### **Finance**

The club will organise various fundraising events with the aim of added income for the club and to educate our members in the importance of funding to cover expenses. Teams wishing to raise money for a specific purpose will be asked to propose and conduct such event(s) aiding their financial needs.

The club will donate a percentage of the profits to a charity of our choice on all fundraising events organised by the teams/club.

### **Communication with our sponsors**

Our 'TH PRESS' publication have been very favourably received by our sponsors. These have now also been included in our website for public viewing where anyone will be able to know of the club's progress, developments and achievements.

### **Social Events**

The club will once again organise the Christmas, Easter and Summer fun days for our young and not so young members. The very successful Titans Annual Awards Party will also be included in our social calendar next summer.

*(This party is a formal sit down dinner where we present all our awards and invite our esteemed sponsors and distinguished guests.)*

# Sponsorship and Funding Report

## 2022/2023

	Income £	Expense £
<b>PARTNERS</b>		
Gibunco Group	4,500.00	
Gibraltar Orthopaedic & Medical Clinic	2,250.00	
	<u>6,750.00</u>	
Media Banner		300.00
Gibunco Canvas Banner		200.00
Goalkeeping Shirts		300.00
		<u>800.00</u>
<b>SPONSORS</b>		
Talent Award	2,000.00	
Sportsmanship Award	1,000.00	
BMI Kit Exposure (Sleeves)	500.00	
	<u>3,500.00</u>	
Talent Award Travel & Accommodation Expenses (Destination yet unknown)		1,800.00
Talent Award Trophies		200.00
Sportsmanship Award Prize		300.00
Sportsmanship Trophy		100.00
Grassroots Featherflags		-
Grassroots Training Tops		-
Grassroots Socks		-
Grassroots Medals		200.00
		<u>2,600.00</u>
<b>WEBSITE ADVERTISING</b>		
1 Available Space	150.00	
2 Available Space	150.00	
3 Available Space	150.00	
4 Available Space	150.00	
5 Available Space	150.00	
6 Available Space	150.00	
7 Available Space	150.00	
8 Available Space	150.00	
9 Available Space	150.00	
10 Available Space	150.00	
	<u>1,500.00</u>	
Website Annual Domain Costs		150.00
		<u>150.00</u>
	<b>11,750.00</b>	<b>3,550.00</b>

## Financial Projections 2022/2023

	Income £	Expense £
<b>GENERAL</b>		
Club Annual Subscriptions	4,000.00	
GH Annual Subscriptions	2,800.00	
Partnership funding	6,750.00	
Sponsorship Funding	3,500.00	
Website Advertising	1,500.00	
Fund Raising Activities	2,000.00	
	<u>20,550.00</u>	
GH Team Registrations		500.00
GH Player Registrations		2,800.00
General Expenses (£1,400)		
Bank Charges		100.00
Shipping Costs		200.00
First Aid Supplies		100.00
Promotional Material (Pins & Pennants)		1,000.00
Partnership Expenses		800.00
Sponsorship Expenses		2,600.00
Website Expenses		150.00
End of Season Trophies and Awards		500.00
		<u>8,750.00</u>
<b>DEVELOPMENTS</b>		
Coaches - EHF C4E Education programme		500.00
Umpires - EHF U4E Education programme		500.00
Officials - EHF J4E Education programme		500.00
First Aid Course (St. John's)		400.00
GSLA Safeguarding		-
		<u>1,900.00</u>
<b>EQUIPMENT</b>		
Practice Balls		500.00
Video Camera		600.00
		<u>1,100.00</u>
<b>SOCIAL AFFAIRS</b>		
Christmas Junior Fun day		500.00
Easter Junior Fun Day		300.00
End of Season Fun Day		600.00
		<u>1,400.00</u>
	<b>20,550.00</b>	<b>13,150.00</b>