

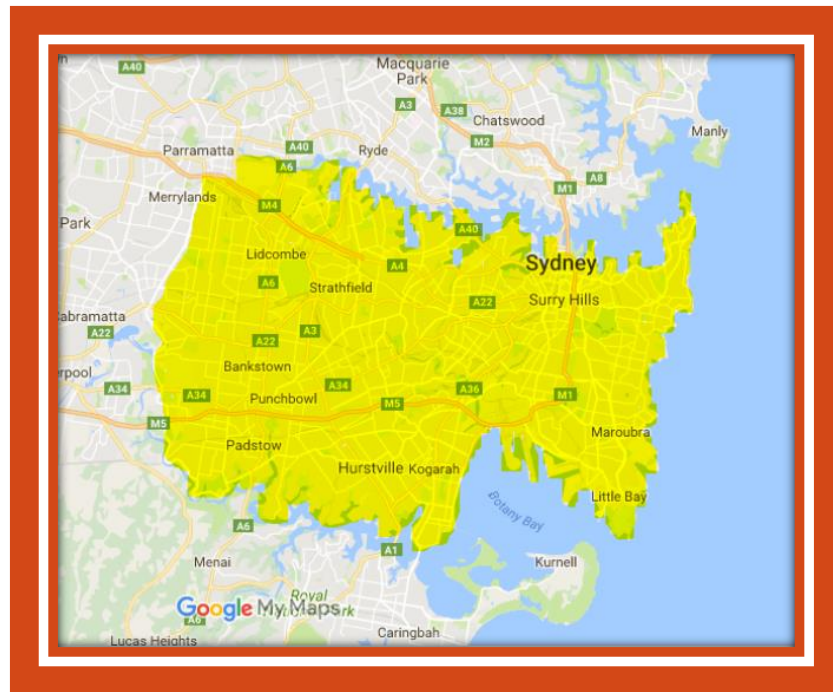


# ANNUAL REPORT 2019

## Introduction

The Sydney East Hockey Association (SEHA) was formed in 2015 under the Hockey NSW restructure of associations in NSW. SEHA is one of six associations in the Greater Sydney area and covers an area 400 sq Km, taking in 12 local government areas, from the City, Glebe and Concord in the city/inner west, out to Bankstown in the south-west, down towards the Sutherland Shire in the south and back into Daceyville and the Eastern Suburbs. The association has more than 2000 players, incorporates 15 affiliated hockey clubs, 12 schools and four synthetic turf fields and a few grass fields.

## OUR REGION



SEHA conducts local junior and senior competitions and provides representative level hockey for its members, to State Championship level, in field and indoor hockey, for juniors, opens, and masters, boys, girls, men and women.

## OUR VISION

*CHAMPION THE GROWTH OF HOCKEY.*

## OUR MISSION

*FOSTER A SAFE AND INCLUSIVE ENVIRONMENT THAT PROMOTES PARTICIPATION AND DEVELOPS HOCKEY WITHIN THE SYDNEY EAST COMMUNITY.*

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## 1. PRESIDENT'S REPORT

### Play Watch and Love the Game with SEHA

On behalf of the Board of the Sydney East Hockey Association (SEHA) I am pleased to present the Annual Report 2019, which includes our audited financial statements, showing a healthy surplus \$19,208 in our fifth year of operation.

We are very proud to serve:

- Clubs - 15 affiliate Clubs and 7 non-affiliated clubs,
- Schools - 12 Girls Schools that register in the Schoolgirls competitions
- Members - 1,989 registered playing members comprising (o18: 1355, u18: 634)
- Competition Teams - 27 women's teams, 49 junior teams, and 70 Schoolgirl teams
- Representatives Players – 173 juniors , 25 opens, 64 women's masters

The Board's focus has been set out in our SEHA Strategic Plan 2017 to 2020, which sets out our Vision, Mission, Objectives and Strategies and is included in this report at the end.

VISION to Champion the growth of hockey

- we achieved **4% growth** in members in 2019 and offered pathways via development programs for players, umpires, coaches and officials
- we run competitions which experienced an increase in the number of teams playing in our comps
- we provide representative hockey opportunities for our members and take them to State Championships– (outdoor/indoor all age groups junior, opens and masters)

SEHA manages three well run competitions on a cost recovery basis for our affiliated clubs and all competitions experienced growth this year.

- SEHA Women's Competition
- SEHA Junior Competition (boys and girls)
- SEHA Schoolgirls Competition

Our members also play in other competitions noting our men's clubs play in the Sydney wide, Sydney Men's Hockey Association run competitions. and some women's teams play in the Sydney Women's Hockey League.

### 2019 Highlights and challenges:

- The Board capability strengthened this year with 2 new appointments: Finance Director Lisa Jarvis and Development Director Debbie Dodd. Graeme Barnard moved from Finance Director to fill the vacant Junior competition director portfolio.
- Successful Website Transition Project moving from old site to the HNSW Revolutionise website and database which resulted in improved functionality, more user friendly, better member access to all



things SEHA. We also established a file storage system in Google Docs with thanks to Cameron Ward for IT support in the early phase of this project. Go-Live in February was seamless.

- Special thanks to Briony Nilan for administering our facebook page with all our success stories
- Membership Growth - 4% increase in membership and churn rate reduced by 3% (Table 2.1 and 2.2)
- An overall positive financial performance positions SEHA well going forward to expand its development activities and review how we can best support our representative program. Improved control measures for early fee collection will be introduced next year
- SEHA reduced junior fees and SEHA registered as an Active Kids Provider this year and families benefited from the HNSW – Active Kids Rebate (\$100 school age kids) program once again this year
- Congratulations to all who achieved Representative honors as detailed in section 8.
- Performances to note include:
  - SEHA u18/2 Boys winning Div 3 at State Championships and promotion to Div 2 in 2020
  - SEHA u13/2 Girls Junior Joint Premiers at Parkes
  - Masters Women SEHA1 win SWHL Div 1 Premiership
  - Masters Women's Indoor – winning SEHA2 Div 4 at State Championships
- Representative Program had many highlights but also experienced challenges including: fielding opens teams, sourcing an indoor facility in our region, and a need to review the rep policy for indoor reps. We encourage anyone with a passion for reps to volunteer for our Rep Committee.
- New FIH Rules - the adoption of FIH Rule changes and this year saw the adoption of quarters to our opens and u17s competitions, to be expanded to others next year
- Development Programs – Development Director Debbie Dodd launching development programs for coaches, officials and umpires delivered to our clubs
- RCC continuing Schools Program and Centre of Development player development programs (90kids)
- SEHA supported the NSW Office of Sport's Shoosh For Kids initiative.
- New Partners and Sponsors – we value XPress Promotions our merchandise partner, Click Focus for photographic services and our new sponsor Rhino Mouthguards.

This is only possible with the support of our exceptional volunteer base; our Board Directors, Convenors, Committees, Umpires, Officials, Coaches, Managers and so many parent volunteers.

Personally once again this year I have endeavored to get down to the grass roots of our association and via the rep involvements as a coach, manager, selector and a masters player to know and understand all facets of the association and the issues facing our members. I am always amazed by the very talented and dedicated people I meet along the way. It's always rewarding and I encourage members to take on a volunteer role. We particularly invite anyone with Communications to assist us with newsletters and social media expertise to step up.

Finally thank you to my fellow Directors Tanya Arathoon, Graeme Barnard, Mia Strecker, Chris Thuell, Lisa Jarvis and Debbie Dodd for their absolute commitment to your strategic areas of focus.

**Kathy Calokerinos**  
SEHA President

### 1.1. Table 1 - SEHA member participation survey

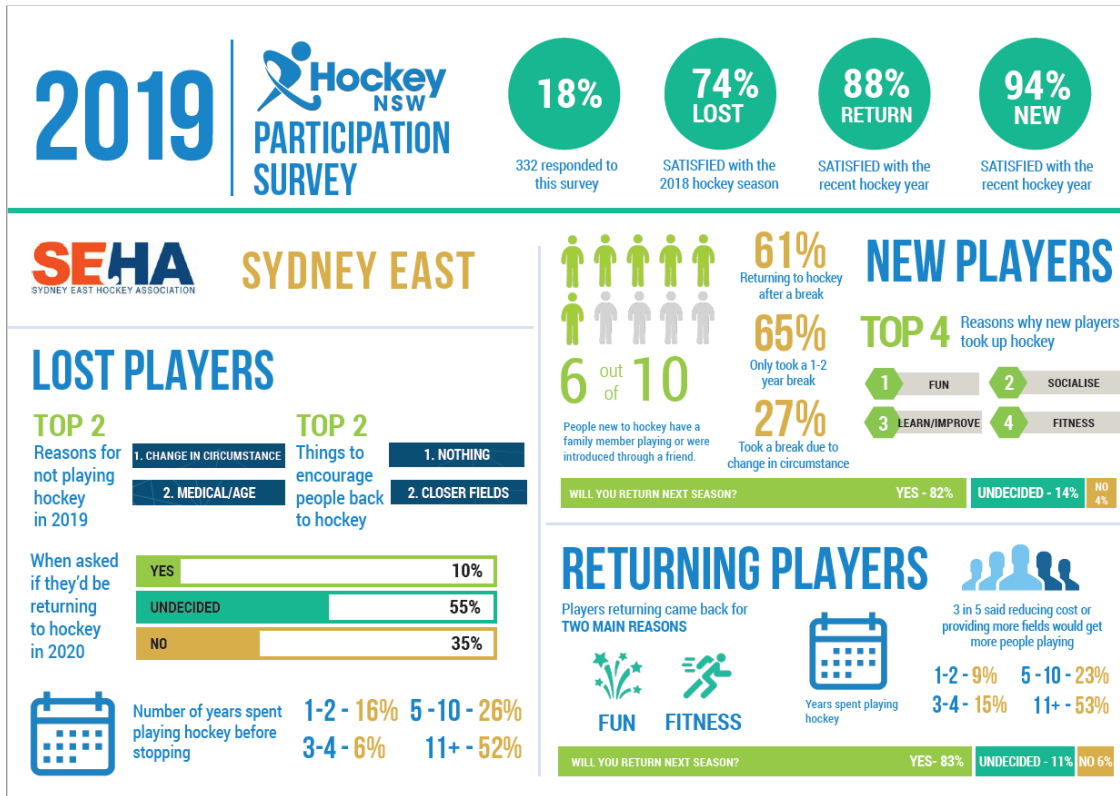
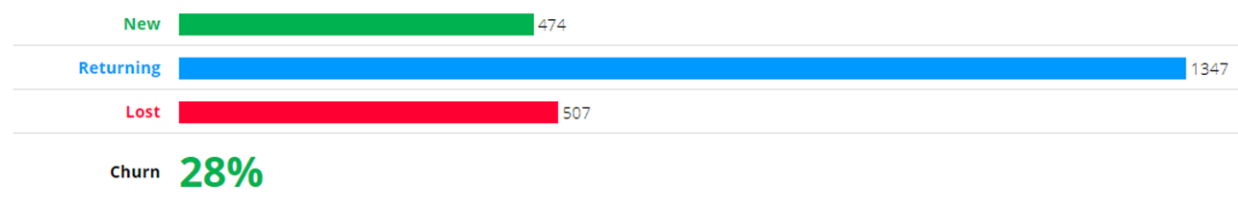


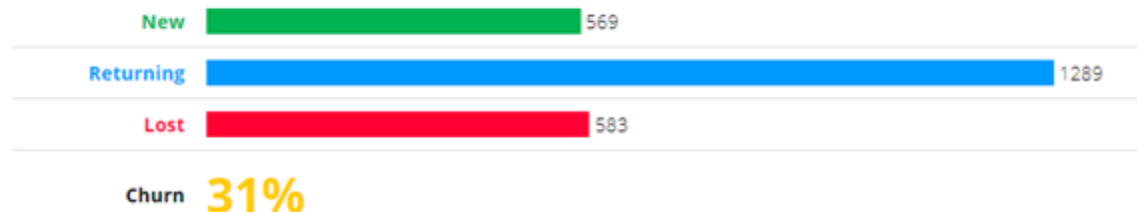
Table 1 provides summary results of the SEHA member participation survey facilitated by Hockey NSW our governing body for an insight on lost, new and returning players, noting we have 3% improvement to our churn rate from 31% 2018 to 28% 2019.

### 1.2. SEHA Member Churn Rate Diagrams

COMPARING 2019 TO 2018



COMPARING 2018 TO 2017



## 2. GOVERNANCE DIRECTOR'S REPORT

Throughout the year, we continued the work from last year to enhance our governance activities across all our competitions and representative teams. The focus for this season was on the by-laws for our competitions, which were all available centrally on our website with associated forms.

The women's and junior's competitions respective committees, conducted a review of their by-laws to ensure these aligned to hockey NSW guidelines and incorporated feedback from their respective clubs.

The Women's Committee and club delegates agreed to version 2.0 to be implemented ahead of the 2019 winter season and following further feedback required a further refined version 2.1 to be released in June.

The newly formed Junior Committee initiated the by-law review throughout this season, and are targeting club agreement and implementation ahead of the 2020 season.

Throughout the season there were a number of incidents referred to the Judiciary Committee (Carole Wark (Convenor), Marilyn Brown and Sonya Jenkins). This committee has provided recommendations for review ahead of next season including SEHA's Judiciary and Misconduct Policy and the Judiciary and Misconduct Policy. I wish to thank Carole, Marilyn and Sonya for all their work throughout the season.

This winter season SEHA, utilised more functionality of the Revolutionise platform most specifically for registrations and for our website including news, fixtures and results. Based on this years' use and feedback from our committees, we are looking at ways to further improve and enhance our overall use of Revolutionise focusing on governance and operations for the next season.

In addition to the above 2020 will also look to review the representative policies and focus attention on SEHA's Member Protection and Complaint Handling processes.

Again I wish to thank the rest of the Board for their continued support.

**Mia Strecker - Reeves**  
**SEHA Governance Director**





## **2.1. SEHA Judiciary Committee Report**

The SEHA Judiciary Committee received nine formal complaints over the course of the season, one of which resulted in a Judiciary Hearing.

The SEHA Judiciary Committee is only responsible for determinations which are judiciary issues such as player suspensions related to game incidents, misconduct of players, officials or spectators during games, accumulated card suspensions.

Several of the complaints received by the Judiciary Committee were outside its area of responsibility since they were complaints about bullying and harassment, inappropriate advice and conduct by club officials, and inappropriate use of authority and privilege within the SEHA hockey community.

A number of recommendations were made to the SEHA Board to update and align SEHA Policies and Procedures with the Hockey Australia National Integrity Framework and Member Protection Policy. We thank Mia Strecker for her work in this regard.

A further recommendation was that in any review of the Judiciary and Misconduct Policy, the opportunity for the Judiciary Committee to determine discretionary penalties in addition to suspensions be considered.

The SEHA Judiciary Committee is indebted to the high level of professionalism of the Development Director, Debbie Dodd, whose support, expertise and courage in managing some of the more challenging examples of inadequate behavior of players and officials is always beyond reproach. We extend our thanks also to Tanya Arathoon for her support and efficiency in assisting the Judiciary Committee with some of the process around the handling of complaints.

The Judiciary Committee wishes all players, officials and supporters well over the off season and looks forward to not being required in the 2020 season.

### **The Judiciary Committee**

**Carole Wark – Convenor**

**Marilyn Brown**

**Sonya Jenkins**

## 2.2. Structure – 2019 Our Office Bearers and Volunteers

### SEHA 2018 Directors, Convenors, Committee Members

Board of Directors	
President	Kathy Calokerinos (1 <sup>st</sup> year of second 2 year term)
Finance	Lisa Jarvis (1st year 2 year term)
Governance	Mia Strecker (2 <sup>nd</sup> year 2 year term)
Women's	Tanya Arathoon (2 <sup>nd</sup> year 2 year term)
Juniors	Graeme Barnard (1st year 2 year term)
Representatives	Chris Thuell (2 <sup>nd</sup> year 2 year term)
Development	Debbie Dodd (1st year 2 year term)

Administration	
Administration	monitored by Tanya Arathoon
Judiciary Panel	Carol Wark (Convenor) Marilyn Brown and Sonya Jenkins
Website	Kathy Calokerinos, Marcia Scally, Cameron Ward (IT)
Facebook	Briony Nilan
Auditor	Linda Lowe

Representatives	
Open Men's Rep Committee	Vacant
Open Women's Rep Committee	Vacant
Masters Rep Committee	Carolyn Davies (Women), Peter Hayes (Men)
Junior Rep Committee	Chris Thuell,
Indoor Rep Committee	Chris Thuell, Tracy Najdzion

Competitions	
Junior Comp Committee	Convenor -Graeme Barnard (Bankstown), David Richardson (Sutherland), Ray Valeski (Bankstown), Adrian Jones (UNSW), Sue Heath (Glebe) Kim Brooks (Moorebank) Jason Foote (St George-Randwick), Sue Woodger (Sharks), Scott Barker (Sydney Uni)
Women's & Schoolgirls Comp Convenor	Convenor -Tanya Arathoon (Dolphins)
Women's Comp Committee	Danica Oades (Easts). Mia Stricker (Dolphins), Kara Seymour (Benstix) Carolyn Davies (St George)

Development	
Regional Coaching Coord	Andy van Pelt (HNSW RCC)
Training & Dev Convenor	vacant
Umpiring & Officials Com	Debbie Dodd
Coaching & Player Dev Com	Vacant

## 2.2 Board Meeting Attendance

	Board Meetings	1	2	3	4	5	6	7	8	9	Attendance
		4-Feb	4-Mar	1-Apr	7-May	3-Jun	1-Jul	8-Aug	16-Sep	14-Oct	Total
President	Kathy Calokerinos	1	1	1	1	1	1	1	1	1	9
Finance	Lisa Jarvis	1	1	p/t dial in	1	1	1	A	1	A	7
Governance	Mia Strecker	1	1	1	1	1	1	1	A	1	8
Women's	Tanya Arathoon	1	1	1	A	p/t dial in	A	A	1	A	5
Juniors	Graeme Barnard	1	1	1	A	A	1	1	1	1	7
Representatives	Chris Thuell	1	1	1	1	p/t dial in	1	1	1	A	8
Development	Debbie Dodd	1	A	1	1	1	1	1	1	1	8

A- Apology P/T - Part time dial in



Directors L to R: Debbie Dodd, Chris Thuell, Mia Strecker-Reeves, Graeme Barnard, Lisa Jarvis (out of shot Kathy Calokerinos and Tanya Arathoon)

## 2.3 Membership Profile

### FAST FACTS

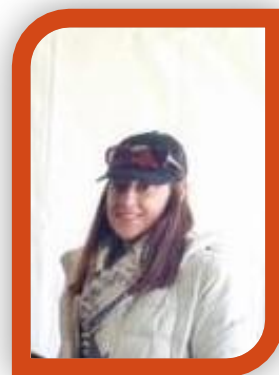
Age	2019	%	2018	2017
O18	1311	65.9	1253	1234
U18	634	31.8	658	604
<b>Total</b>	<b>1989</b>		<b>1911</b>	<b>1838</b>
Average age	27		27	
Gender break-down				
Female	1064	53.5	1020	
Male	921	46.3	887	
other	4	0.2	4	
	1989		1911	

SEHA AFFILIATED CLUBS	2019	2018		OTHER Clubs/Schools participating in our competitions
Bankstown Sports Hockey Club Inc.	153	135		Women's -Bosco Hockey
Bentstix Hockey Club	117	93		Women's – Cronulla RSL Hockey
Briars Hockey Club	429	372		Juniors - Moorebank Hockey Club
Canterbury Women's	28	25		Women's /Juniors- Sharks Hockey Club
Eastcoast Dolphins Women's Hockey Club	46	48		Women's/Juniors - Sutherland District Hockey Club
Easts Hockey Club	79	80		Junior s- Sydney University Hockey Club
Easts Women's	72	76		Women's - Tartans Hockey Club
Esquires	24	33		Schoolgirls - Ascham
Glebe District Hockey Club	350	366		Schoolgirls - Danebank
Monterey	29	26		Schoolgirls - Kambala
POHOGS	29	17		Schoolgirls - Kincoppal Rosebay
Revesby Workers	12	9		Schoolgirls - Loreto Kirribilli
SEHA Women's Masters	20	27		Schoolgirls - MLC;
SEHA Schoolgirls reps	16			Schoolgirls - Ravenswood;
SEHA Reps	6			Schoolgirls - Santa Sabina;
St George Randwick Hockey Club	191	233		Schoolgirls - St Catherine's
UNSW	367	354		Schoolgirls - St Vincent's College;
Western Suburbs	17	19		Schoolgirls - Sydney Girls High School
Total	<b>1985</b>	<b>1911</b>		Schoolgirls - Wenona

### 3. FINANCE DIRECTOR'S REPORT

This was my first year as Finance Director and for me it has been a massive learning curve. I would like to thank my fellow board members for all of their assistance and patience with all my questions. It has been greatly appreciated.

This year SEHA had 2,000 members registered in the Winter Competitions which is a slight increase of 3.5% from last year. The Junior representative competition also continues to grow, up by 10% this year.



SEHA strongly focused on development this year with the addition of board member Deborah Dodd. This is an area where we would like to continue to focus on in the coming year too and allocate a more definitive budget in order encourage junior development.

As we are on a cash-based accounting system, there were a few expenses from the previous financial year that were paid this year. Please also note under the school girls' competition we are still due in payment for Grade 4/3. This was a new grade in the school girls' competition which will bring in another \$6,930.

We are also still due 1 payment (\$4,950) from a school from the previous 2018. This is now being processed and will be received in the 2020 FY. A new procedure has been put in place to ensure that the schools pay promptly.

Again noting as we are on a cash basis not accrual basis – we will have another \$2,100 in umpire expenses to pay relating to the 2019 Masters competition. And also a juniors field hire invoice was paid in FY2020 \$3,828.

Thank you to the competition committees and representative convenors for all their time and efforts not only in working towards budgets but for their organisational work too. It is important to note these roles are all volunteer and SEHA acknowledges and thanks all those involved.

**Lisa Jarvis**

**SEHA Finance Director**

### 3.1. Auditor's Report

**Linda Lowe - Principal**

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8 November 2019

Sydney East Hockey Association  
Email: Finance@seha.com.au

Dear Committee & Members

Sydney East Hockey Association: ABN 88 163 867 282

I have reviewed the accounting records for Sydney East Hockey Association (SEHA) for the period 1 October 2018 to 30 September 2019. My review is to provide an opinion as to whether the financial report as a whole is free from material misstatement. Please note, my review is not a guarantee that all errors or misstatements will be detected.

**Opinion**

The accounts for SEHA are prepared on a cash basis and the Balance Sheet is correct as at 30 September 2019 on this basis. Items recorded in the Profit and Loss Statement for the year 1 October 2018 to 30 September 2019 appear to be correctly entered and classified based on my review. Overall, the attached Balance Sheet and Profit and Loss Statement prepared reflect the financial operations during the year.

If you have any questions please do not hesitate to contact me on 0407 493 459.

Yours sincerely



Linda Lowe



Tax agent  
services

lowelinda@optusnet.com.au • 0407 493 459 • Beverly Hills NSW 2209  
ABN: 72 015 869 592

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### 3.2. SEHA Balance Sheet

## Sydney East Hockey Association

### BALANCE SHEET

As of September 30, 2019

	TOTAL
<b>Assets</b>	
Current Assets	
1-1000 SEHA ANZ Account	5,612.57
1-1001 Term Deposit Account	100,000.00
1-1110 EDWHA Account	0.00
Undeposited Funds	0.00
<b>Total Current Assets</b>	<b>A\$105,612.57</b>
Long-term assets	
1-3000 Equipment @ Cost	2,646.83
1-3100 Equipment Accum Depreciation	-2,646.83
1-4000 Uniforms @ Cost	10,626.00
1-4100 Uniforms Accum. Depreciation	-10,626.00
<b>Total long-term assets</b>	<b>0.00</b>
<b>Total Assets</b>	<b>A\$105,612.57</b>
<b>Liabilities and shareholder's equity</b>	
Current liabilities:	
2-9999 Suspense	0.00
ATO Clearing Account	-6,994.00
ATO GST Integrated Client Account	0.00
GST Liabilities Payable	1,543.03
PAYG Withholdings Payable	0.00
<b>Total current liabilities</b>	<b>A\$ -5,450.97</b>
Shareholders' equity:	
Net Income	19,208.57
Retained Earnings	91,854.97
<b>Total shareholders' equity</b>	<b>A\$111,063.54</b>
<b>Total liabilities and equity</b>	<b>A\$105,612.57</b>

### 3.3. SEHA Profit & Loss Statement 1 October 2018 to 30 September 2019

	TOTAL
Income	
4-1000 Competitions	
4-1100 Junior Competition	42,800.00
4-1200 Schoolgirls Competition	21,600.00
4-1600 Womens Competition	68,908.65
Total 4-1000 Competitions	133,308.65
4-3000 Represtatives	
4-3100 Junior Reps	37,884.55
4-3400 Open Men's Reps	1,000.01
4-3700 Masters Reps	
4-3740 Women's Masters Reps	3,394.59
4-3745 SWHL Masters	7,682.14
Total 4-3700 Masters Reps	11,076.73
4-3800 Indoor Reps	
4-3810 Junior Indoor Reps	6,218.30
4-3830 Open Men's Reps	1,018.16
4-3840 Women's Masters Reps	1,145.44
Total 4-3800 Indoor Reps	8,381.90
Total 4-3000 Represtatives	58,343.19
4-7000 Assoc Administration Fees	29,516.25
Grants / Sponsorships	1,311.27
Unapplied Cash Payment Income	0.00
Total Income	A\$222,479.36
Cost of Sales	
5-1000 Association Fees	12,907.50
5-2000 Field/Turf Hire	119,877.83
5-3000 Competition Entry	20,746.35
5-3650 SWHL Masters Comp	36.36
Total 5-3000 Competition Entry	20,782.71
5-4000 Umpiring	19,327.27
5-4100 Other Officials	14,089.90
5-5000 Coaching	5,979.09
5-6000 Equipment	794.91
5-7000 Uniforms	1,289.27
5-8000 Other Costs	4,485.11
5-8100 Awards & Trophies	3,067.00
Total Cost of Sales	A\$202,600.59
GROSS PROFIT	A\$19,878.77
Expenses	
Total Expenses	
Other Expenses	
BAS Roundoff Gain or Loss	0.20
Other Expense	670.00
Total Other Expenses	A\$670.20
NET EARNINGS	A\$19,208.57



### 3.4. SEHA Profit & Loss Statement by Class - 1 October 2018 to 30 September 2019

Sydney East Hockey Association													
Profit and Loss by Class													
October 2018 - September 2019													
	Admin	Development	Indoor Reps	Junior Comp	Junior Reps	Master's Reps	Open Men's Reps	Open Women's Reps	Schoolgirls Comp	SWHL Masters	Women's Comp	Specified	TOTAL
<b>Income</b>													
4-1000 Competitions													0
4-1100 Junior Competition				42,800									42,800
Competition									21,600				21,600
4-1600 Womens Competition											68,909		68,909
<b>Total 4-1000 Competitions</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>42,800</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>21,600</b>	<b>0</b>	<b>68,909</b>	<b>0</b>	<b>133,309</b>
4-3000 Represtatives													0
4-3100 Junior Reps					37,885								37,885
4-3400 Open Men's Reps							1,000						1,000
4-3700 Masters Reps													0
Reps						3,395							3,395
4-3745 SWHL Masters										7,682			7,682
<b>Total 4-3700 Masters Reps</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3,395</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7,682</b>	<b>0</b>	<b>0</b>	<b>11,077</b>
4-3800 Indoor Reps													0
4-3810 Junior Indoor Reps			6,218										6,218
4-3830 Open Men's Reps			1,018										1,018
Reps			1,145										1,145
<b>Total 4-3800 Indoor Reps</b>	<b>0</b>	<b>0</b>	<b>8,382</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8,382</b>
<b>Total 4-3000 Represtatives</b>	<b>0</b>	<b>0</b>	<b>8,382</b>	<b>0</b>	<b>37,885</b>	<b>3,395</b>	<b>1,000</b>	<b>0</b>	<b>0</b>	<b>7,682</b>	<b>0</b>	<b>0</b>	<b>58,343</b>
Fees	29,516												29,516
Grants / Sponsorships	1,311												1,311
<b>Income</b>													0
<b>Total Income</b>	<b>30,828</b>	<b>0</b>	<b>8,382</b>	<b>42,800</b>	<b>37,885</b>	<b>3,395</b>	<b>1,000</b>	<b>0</b>	<b>21,600</b>	<b>7,682</b>	<b>68,909</b>	<b>0</b>	<b>222,479</b>
<b>Cost of Sales</b>													
5-1000 Association Fees	12,908												12,908
5-2000 Field/Turf Hire			2,563	32,889	9,501		175	365	17,912	230	56,243		119,878
5-3000 Competition Entry			3,952		12,325	1,658	1,105	1,105					20,746
Comp										36			36
<b>Entry</b>	<b>0</b>	<b>0</b>	<b>3,952</b>	<b>0</b>	<b>12,925</b>	<b>1,658</b>	<b>1,105</b>	<b>1,105</b>	<b>0</b>	<b>36</b>	<b>0</b>	<b>0</b>	<b>20,783</b>
5-4000 Umpiring		710	825	770	3,352	150			9,265	1,900	2,355		19,327
5-4100 Other Officials									4,650		9,440		14,090
5-5000 Coaching			1,740		4,089						150		5,979
5-6000 Equipment					795								795
5-7000 Uniforms	409				818					62			1,289
5-8000 Other Costs	900	225		442	2,223						695		4,485
5-8100 Awards & Trophies				1,395							1,672		3,067
<b>Total Cost of Sales</b>	<b>14,217</b>	<b>935</b>	<b>9,080</b>	<b>35,497</b>	<b>33,703</b>	<b>1,808</b>	<b>1,281</b>	<b>1,470</b>	<b>31,827</b>	<b>2,228</b>	<b>70,556</b>	<b>0</b>	<b>202,601</b>
<b>Gross Profit</b>	<b>16,611</b>	<b>-935</b>	<b>-698</b>	<b>7,303</b>	<b>4,182</b>	<b>1,586</b>	<b>-281</b>	<b>-1,470</b>	<b>-10,227</b>	<b>5,454</b>	<b>-1,647</b>	<b>0</b>	<b>19,879</b>
<b>Expenses</b>													
Total Expenses													0
Other Expenses													
BAS Roundoff Gain or Loss												0	0
Other Expense	670												670
<b>Total Other Expenses</b>	<b>670</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>670</b>
<b>Net Earnings</b>	<b>15,941</b>	<b>-935</b>	<b>-698</b>	<b>7,303</b>	<b>4,182</b>	<b>1,586</b>	<b>-281</b>	<b>-1,470</b>	<b>-10,227</b>	<b>5,454</b>	<b>-1,647</b>	<b>0</b>	<b>19,209</b>

## Explanatory Notes

School girls comp - Santa and Aschem still to pay 2018 fees - Ravenswood paid in November

School girls comp - another \$6,930 due in from the new grade 4/3 to pay 2019 fees

Womens Masters 3 2019 fee received another \$2,643 in October

Womens Masters umpire expenses \$2,100 paid in November

Juniors field hire invoice was only paid in October 2019 for \$3,828

### 3.5. Schedule of Fees 2019

Membership type	Age as at 31/12/2018	Hockey Aust Levy	National Insurance	Hockey NSW Fee	Sub Total	HNSW Total (including fees)	SEHA Admin Fee
Stick2Hockey: Junior Playing Membership	Under 9's	\$ 0.00	\$ 12.00	\$ 12.00	\$ 24.00	\$ 26.11	\$ 12.00
Junior Playing Membership	Under 11's	\$ 16.50	\$ 12.00	\$ 21.60	\$ 50.50	\$ 53.14	\$ 12.00
Youth Playing Membership	Under 18's	\$ 16.50	\$ 12.00	\$ 50.60	\$ 79.50	\$ 82.72	\$ 12.00
Adult Playing Membership	18 & over	\$ 27.50	\$ 12.00	\$ 99.90	\$ 140.00	\$ 144.43	\$ 20.00
Non-playing Officials - Officials, Coaches, Managers etc	Non-playing official (any age)	\$ 0.00	\$ 12.00	\$ 17.00	\$ 65.00	\$ 67.93	\$ 0.00
Non-playing Supporter - level supporter/volunteer	Club Non-playing administration membership	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00

## 4. SEHA WOMEN'S COMPETITION DIRECTOR REPORT

Congratulations to all sides entered in the 2019 competition and thank you to the hard working committee members as well as club contacts who made every effort to ensure the season ran smoothly.

### Women's Competition Committee

Women's Director	Tanya Arathoon
Registrar	Mia Strecker-Reeves
Stats	Danica Oades
Masters	Carolyn Davies
Umpires	Kara Seymour

### 2019 Competition Entries

GRADES 2019				
	Prem	2	3	4
1	UNSW 1	UNSW 2	UNSW 3	UNSW 4
2	Easts 1	Easts 2	Easts 3	Easts 4
3	Sutherland 1	Sutherland 2	Sutherland 3	Glebe 4
4	Esquires 1	Dolphins 2	Dolphins 3	Dolphins 4
5	Tartans 1	Sharks 2	Bentstix 3	Bentstix 4
6	SGR 1	Bosco 2	SGR 3	
7	POHOGS 1	POHOGS 2	UNSW 3	
8	RSL 1			
9				
10				
	8	7	7	5
				27

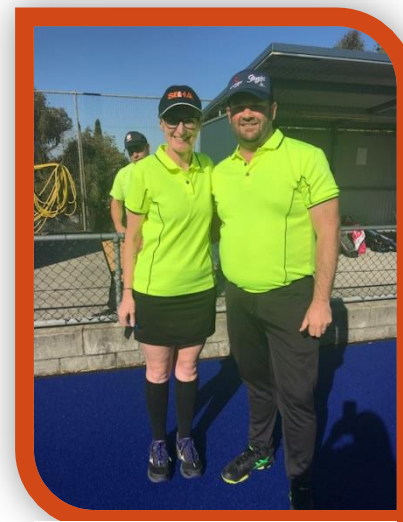
### Thank you to the 2019 Committee:

Kara Seymour, Carolyn Davies, Danica Oades, Mia Strecker-Reeves.

Also to Debbie Dodd for her assistance with umpiring development and the roster and to Kath Calokerinos for MC duties on the GF Day.



SEHA Umpires Janet Black and Ian



Umpires Jodie McIntosh and Luke Fleming

## 2019 Women's Competition Results

### Premier Division

Esquires defeated Pohogs 1 3-1  
 BF in GF Leanne Croft (Esquires)  
 BF in Premier Division Kym Turnell (RSL)  
 Highest Goalscorer Hannah Russell (RSL)  
 Umpires – Marilyn Brown and Alison Banks



### 2<sup>nd</sup> Grade

Dolphins 2 defeated Sharks 5-3  
 BF in GF Ingrid Wilson (Dolphins)  
 BF in Grade Megan Lamph (UNSW)  
 Highest Goalscorer Tianha Woodger (Sharks)  
 Umpires – Cathy Realf and Jodie McIntosh



### 3<sup>rd</sup> Grade

Bentstix 3 def Dolphins 3 4-3 (in extra time)  
 BF in GF Crystal Williams (Bentstix)  
 BF in Grade Chloe Batt (SGR)  
 Highest Goalscorer Tanya Hoswell (Bentstix)  
 Umpires – Tom Adams and Lyndsey Brine



### 4<sup>th</sup> Grade

Bentstix 4 White defeated Dolphins 4 6-0  
 BF in GF Hyun Soun Park (Bentstix 4W)  
 BF in Grade Julie Wheway (Dolphins)  
 Highest Goalscorer Hyun Soun Park (Bentstix 4W)  
 Umpires – Zac Jones and Janet Black



**GF Bench Officials** – Debbie Dodd, Ann Forday, Jodie McIntosh, Carolyn Davies, Susan Fleming, Laura Lee

**Major Club Championship** Dolphins  
**Minor Club Championship** Esquires

## Schoolgirl's Results

	Premier	Runner Up
1	Ascham 1	Loreto 1
2/1	Ascham 2	Santa 1
2/2	Ascham 3	MLC 1
2/3	Danebank 1	St Caths 1
2/4	SGHS 1	Monte 3
3	Ascham 6	Ascham 7
4/1	MLC 2	Ravenswood 4
4/2	Danebank 2	Ascham 9
4/3	KRB 8	Ascham 10
5	Santa 3	Danebank 3

## Summary

The Women's Competition ran over 18 rounds between April and September with weeks off for Vets and the Long Weekend in June.

We had a higher component of teams wanting to enter into Premier and 2<sup>nd</sup> grade, leaving the lower grades depleted. To compensate for this, some clubs retained lower level teams, however they were not of this level, resulting in an uneven competition.

Unfortunately, it was the only option with the entries we had.

The major issue in 2019 was around registrations and issue pertaining to accepted practices v what was in the by-laws. This results in points deductions early on and the accompanying discontentment, however, it also allowed us to review the rules and put in place clearer registration requirements. The committee continues to review the by-laws as issues arise.

There was minimal umpiring development in 2019, as clubs continue to stretch the already thin ranks of umpires. We were forced to promote some umpires to higher grades to accommodate for shortages, which was not ideal – however some umpires stepped up well to the more challenging games. Thanks to Debbie Dodd for her involvement and contributions.

Grand Final Day was held again at Kyeemagh on a Saturday afternoon which whilst convenient for umpires and Premier Division sides is not so for the lower three grades who play all games on a Sunday throughout the season. This continues to be a challenge.



Jana Markopoulos SEHA u13/u15 and NSW u13



Around the grounds ..... Janet "Damnit" Black, Jodi McIntosh, Anna Barton



My thanks to our committee who were efficient and committed despite wearing many hats and to the club contacts who worked within our framework to deliver an enjoyable competition. Also to the umpires and convenors who came out rain, hail or shine week in and week out.

#### Goals for 2020:

- More stringent umpires development requirements for clubs
- Better conflict resolution and complaint handling measures
- Budgeting to allow for increased turf costs which have been foreshadowed
- Resolution of invoicing issues for schoolgirl's competition.

Finally thanks to our President, Kath Calokerinos for guidance and assistance with the competitions and her endless enthusiasm for all things SEHA.

#### Tanya Arathoon

**SEHA Women's Competition Director**



Tamworth u11 Carnival SEHA Umpires L-R: Jack Ryan, Kai Jones, Scarlett, Matilda Dux, Amy McInnes. Kai Jones awarded the most consistent boy umpire at the Tamworth Carnival for second year in a row.



Women's Premier Division Grand Final Umpires Marilyn Brown and Alison Banks

## 5. JUNIOR COMPETITION REPORT

Forty-nine teams participated across the different age groups, from under 9's (non-competitive) to under 17's. There was an A and B division in all age groups, except the U9s and U17s. The competition welcomed teams from non-SEHA clubs: Sutherland; Moorebank; Sydney Uni; and Sharks.

I would like to extend my appreciation to all the participating clubs, who provided representatives to the Junior Competition Committee and who worked well, in a collaborative environment, to ensure the season was successful. The Committee reviewed and clarified the Rules of Competition to ensure that they are still relevant and effective. The Rules are currently being rewritten, to become more user friendly.

The U9's season finished on 17 August at Kyeemagh, with all participants receiving a medal, sausage sandwich and a cup-cake, which they seemed to thoroughly enjoy. For all other age groups, Grand Finals were held at Daceyville on Sunday 8<sup>th</sup> Sept. Seven games were played, in most cases between the teams finishing 1<sup>st</sup> & 2<sup>nd</sup> at the end of the round games; except for the U15B's and U13B's, where 1<sup>st</sup> played 4<sup>th</sup>. The results were:



Graeme Barnard Junior Comp Director on GF day



				Placing	Score	Player of the match
U11B	SGR 11b	v	Sutherland 11b BD	(1v2)	1 - 4	Liam Carmody (Sutherland)
U11A	Bankstown 11A	v	Sutherland 11a Geckos	(1v2)	0 - 1	Vincent Wang (Bankstown)
13B	Moorebank 13b	v	Sutherland 13b BT	(1v4)	3 - 4	Tully Johnson (Sutherland)
13A	Sutherland 13a Geckos	v	SGR 13a	(1v2)	2 (3) - 2 (1)	Samuel Macbeth (St George)
					(strokes)	
15B	Bankstown 15b	v	Sutherland 15b BT	(1v4)	4 - 0	Jonathon Krepp (Sutherland)
15A	SGR 15a	v	Moorebank 15a	(1v1)	1 - 2	Kye Sutherland (Moorebank)
U17	SGR 17 Knights	v	Sutherland 17 BT	(1v2)	0 - 1	Like Mecham (Sutherland)

All games were umpired by SEHA junior umpires, except the U17's where Cooper and Riley Alderton officiated. They are both long term juniors from SEHA clubs, who are now both umpiring men's premier divisions for SHA. Thank you to Lindesay Brine (Glebe) for being the umpire coordinator and allocating umpires to the finals.

This season saw the introduction of some umpire development, with Lindesay Brine and the support of Debbie Dodd. We plan to build on this initiative next season.

The competition ended the season with a small budget surplus of around \$2,850 (6%) after all expenses are accounted for. This was mainly due to slightly less than forecasted ground hire costs.

Thank you to everyone involved and especially the 2019 Committee: David Richardson (Sutherland), Ray Valeski (Bankstown), Adrian Jones (UNSW), Sue Heath (Glebe) Kim Brooks (Moorebank) Jason Foote (St George-Randwick)

**Graeme Barnard**  
SEHA Junior Competition Director





## 6. DEVELOPMENT DIRECTOR REPORT

This year support was provided to the Women's and Junior competitions to support our participating clubs in the development of umpires, umpire coaches, players, team coaches and technical officials. My approach has been to build our officials from the grass roots upwards, starting with our junior competition.

The game changed to quarters this year with advice and options being provided to the Women's committee to support their decisions on the competition structure for 2019. SEHA has players, coaches and officials who participate in multiple competitions and at representative level, so it is important that we accommodate the latest rules.

The Junior Competition had more challenges with game timings and so adopted quarters in the higher grades only.

Feedback on the move to quarters has overall been positive and a key emphasis has been to encourage teams to be on the field and ready to play for each quarter.

The emphasis this year was on junior umpire and umpire coach development and upskilling of our ground convenors (Women's Competition) to obtain technical official credentials.

### Junior Officials Development

Lindesay Brine (Glebe) agreed to perform the Umpire Co-ordinator role in the junior competition and did an amazing job, along with the umpire co-ordinators from each of the participant clubs. Umpires starting out on their journey are receiving coaching and support to get started. Well done to the band of committed people from all clubs who helped to support and mentor our junior umpires.

Lindesay and team managed to allocate junior umpires to almost all junior semi-finals, finals and grand finals! This was a stretch goal that we did not expect to achieve in 2019!



**Development Director Debbie Dodd at State Championships**



**Lisa Roach explaining the finer points of the Rules at SEHA Rules Night at Kyeemagh.**



**Finals series umpires and officials - Lindsay Brine, Park and Jodie McIntosh**

The association asked that each club have a Junior Umpire's Co-ordinator so that the umpires who came through our workshops were allocated to games. This will continue in 2020.

### Achievements for the 2019 Outdoor Season:

The following is a list of achievements for the 2019 Outdoor Hockey Season:

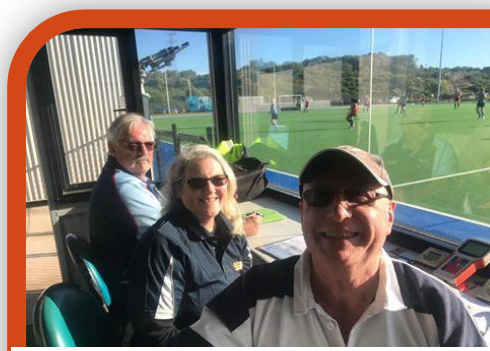
1. Successful umpire's briefing by Lisa Roach held with 31 attendees, who were rewarded with a knowledgeable and thought-provoking session.
2. Development and delivery of the **Junior Whistle Warrior** program for our participating Junior Clubs (including non-SEHA clubs). The Whistle Warrior programme was to support clubs in developing junior umpires, with the following clubs hosting workshops run by Kath Calokerinos and Debbie Dodd:
  - Glebe
  - UNSW
  - St George / Randwick
  - Bankstown
  - Moorebank Liverpool
3. Over 60 juniors and seniors attended the 2019 workshops, with the majority of those attending actively umpiring in the SEHA Junior Competition and SEHA Schoolgirls competition.
4. Development and Delivery of the inaugural **Junior Umpire Coaching workshop** to support umpire coaches who are developing our junior and beginner umpires (all ages). The workshop content was adapted by Debbie Dodd from the HNSW Level 1 Umpire Coaching (provided by Zeke Newman) with original content provided by Luke Fleming and Marilyn Brown. The course was delivered by Marilyn Brown, Luke Fleming and Debbie Dodd, with 5 attendees.
5. Technical Official Training and development with 4 people attaining their Level 1 Technical Official accreditation.



Whistle Warrior Beginner Umpires Workshop at St George facilitated by Debbie Dodd and Kathy Calokerinos



Whistle Warrior Beginner Umpires Workshop at UNSW



Our technical officials training on the SEHA Premier Division Comp

6. Jodie McIntosh was recredited as Level 1 Technical Official at an Australian Championships and Caroline Davies also attained her Level 1 Technical Official accreditation at Open Women's State Championships.
7. Luke Fleming and Chris Thuell attained Level 1 Coaching certificates and attended Field State Championships to hone those skills.
8. The association initiated a selection process for junior umpires attending the field state championships, as these form a vital part of our development pathway.
9. Support for the Women's competition with umpire development and grading. A number of umpires were asked to step out of their comfort zone into higher grades and this transition required support from senior umpires and players, as well as hard work from the umpires themselves to improve.
10. SEHA's Regional Coaching Coordinator (RCC) ran player and coach coaching clinics, Schools Program throughout the year. SEHA continues its active participation in the Centre of Development (CoD) program for u13/u15s increasing from 59 2018 to 90 2019 (see 6.1 / 6.2).



Schools Program Mariah College led by our Regional Coaching Coordinator Andrew van Pelt



Schools Program Ramsgate Public led by our Regional Coaching Coordinator Andrew van Pelt

### Acknowledgements:

This portfolio was somewhat daunting in its breadth and it would not have been possible without the energy and drive of **Kath Calokerinos** (SEHA President). Thanks Kath for your support and belief that I can do this job.

Thanks to **Lindesay Brine**, the Junior Committee and club Umpire's Co-ordinators for buying in to the program and working across club boundaries get things moving in the association. This is a very inclusive and unselfish group of people that we are very fortunate to have in our association.



SEHA is very proud of Marilyn Brown leading officials at the 2019 National Hockey Masters Championships at Gold Coast



Thanks to **Luke Fleming, Marilyn Brown** and **Kath Calokerinos** for their umpire coaching skills and active participation in the SEHA workshops. They made the workshops fun, informative and engaging for all who took the time to attend.

Thanks to Lisa Roach for again helping those in our association understand the rules of hockey.

A big thank you to my fellow board members for their knowledge and assistance in my first year and assisting to make the development goals come to fruition!

#### Plans for 2020:

- Continue to run the Whistle Warrior Junior Umpire program for all junior clubs
- Continue to run the Junior Umpire Coach workshop and expand to run twice a year
- Continue to support and expand the senior umpire development in the SEHA Women's competition
- Continue to support, upskill and expand our pool of technical officials
- Beginner umpire development program at the senior level on the SEHA Schoolgirls competition to be initiated. Women's clubs need to take advantage of this competition for a 'softer' start to umpiring.
- Encourage participation the pre-season development opportunities offered by Hockey NSW.
- Continue to work with the Regional Coaching Co-ordinator for player and coach development.
- Commence a coach mentor approach between our very experienced coaches (Alex Lupton and Aaron Nilan) and up and coming association coaches.
- Submit a budget for the 2020 to continue the workshops started in 2019 and expand the offerings.
- Liaise with our constituent clubs to support them in the development of players, coaches and officials so that we can continue to offer great competitions.
- Stated goal – to increase the quality and numbers of SEHA representative players so that we can field strong competitive teams

**Debbie Dodd**

**SEHA Development Director**



**Dylan Martin and Kurt Lovett NSW Pride - Hockey One - great role models and both give back by coaching juniors in our Schools and COD programs**

## 6.1. SEHA Centre of Development Program

### Participants (u13-u15) 2019-2020

NAME	Location				
Alexander - Prideaux, Thomas	Cintra				
Arambewela, Zack	Cintra				
Brine, William	Cintra				
Broadbent, Luke	Cintra				
Brook, Trinity	Cintra				
Busch, Molly	Cintra				
Callan, Keela	Cintra	Pritchard, Lillian	Cintra	FINLAYSON, CODY	Daceyville
Chen, Sophia	Cintra	Robinson, Sarah	Cintra	FINLAYSON, PIPER	Daceyville
Cox, Phoebe	Cintra	Rousell, Reece	Cintra	Fogg, Lily	Daceyville
Crowe-Palmer, Edward	Cintra	Rushbrook, Tyler	Cintra	Forchert, Amy	Daceyville
Dimmock, Riley	Cintra	Seebacher, Lilli	Cintra	Forchert, Riley	Daceyville
Evans, Jake	Cintra	Seebacher, Marley	Cintra	Godward, Ella	Daceyville
Foley, Angelina	Cintra	Sen, Abbie	Cintra	Jarvis, Lily	Daceyville
Francis, Joseph	Cintra	Smith, Flynn	Cintra	Jones, Kai	Daceyville
Fung, Felix	Cintra	Smith, Oskar	Cintra	Jones, Zachary	Daceyville
Ghosh, Mayukh	Cintra	Srdic, Emilie	Cintra	MacPherson, Zac	Daceyville
Goodridge, Airley	Cintra	Thuell, Dakota	Cintra	Maison, Willow	Daceyville
Goodridge, Zane	Cintra	Travis, Orlando	Cintra	Markopoulos, Jana	Daceyville
heath, cate	Cintra	Turner, Liliana	Cintra	Middleton, Ana-Catalina	Daceyville
Kelleher, Riley	Cintra	Turner, Monique	Cintra	Miles, Saskia	Daceyville
Mansfield, Lara	Cintra	Tyree, Henry	Cintra	Ryan, Emily	Daceyville
Mansfield, William	Cintra	Weatherall, Jessica	Cintra	Ryan, Jack	Daceyville
Martin, Allegra	Cintra	Yeoland, Henry	Cintra	Satchwell, Amba Rose	Daceyville
Matthews, Grace	Cintra	Yeoland, Max	Cintra	Satchwell, Jack	Daceyville
McInnis, Amy Mai	Cintra	Zeederberg, Matthew	Cintra	Simpson, Piper	Daceyville
McPhail, Sarah	Cintra	Austin, Mia	Daceyville	Solness, Tuomo	Daceyville
Moore, Hugo	Cintra	Bartos, Lara	Daceyville	Tudehope, Madeleine	Daceyville
Najdzion, Aidan	Cintra	Berowne, Matilda	Daceyville	Vecellio, Kaelan	Daceyville
Netting, Fletcher	Cintra	Blanch, Scarlett	Daceyville	Walsh-sams, Aislinn	Daceyville
Noble, Daisy	Cintra	Bray, Sofia	Daceyville	Welsh, Madeline	Daceyville
Noble, Edward	Cintra	Campbell, Victoria	Daceyville	Welsh, Matilda	Daceyville
O'Donovan, Amy	Cintra	Carr, Isabel	Daceyville		
Phan, Callan	Cintra	Doyle, Jeremy	Daceyville		
Potts, Jarred	Cintra	Dunn, Tilda	Daceyville		
Price, Brandon	Cintra	Dux, Matilda	Daceyville		
		Dux, Scarlett	Daceyville		



## 6.2. SEHA Schools Program

The RCC ran the 2019 Schools Program in our region at the following schools.

Bourke Street Public School

Trinity grammar school

4 schools at Leichhardt oval

St Patricks school

St Fiacre's catholic Leichhardt

Malabar public

Ramsgate public school

Maroubra junction public



Orange Grove public school Lilyfield

All Hallows public school Five Dock

Moriah Collage Queens Park

St Johns the Apostle

St Marys public school

Catholic School Gala day 4 schools.



## 7. SEHA REPRESENTATIVE DIRECTOR'S REPORT

### Field Teams

- SEHA has entered 12 team into Junior Hockey NSW Field State Championship in 2019. This was an increase of 2 on 2018.
- 2 teams in Open State Championships (1 women, 1 men)
- Additionally, we had 2 girls and 1 boy U/11 teams play at the Tamworth carnival.
- Teams played at Canberra and Moorebank carnivals.
- 173 individual players in juniors, with 10 of these players playing across 2 teams.
- 25 players in Opens
- Excellent response to coaching across an increased number of teams. Special thanks to Adrian Jones who coached 2 teams in 2019.
- Investments in player depth in U/13 boys last year had flowed through into U/15 in 2019.
- U/18 girls numbers dropped based on previous experience, in particular with 2 state level players in first year U/18 going to North West Sydney – we still managed to enter 2 teams, but the second team was very inexperienced.
- The Open Rep program was a major issue in 2019. The numbers in men dropped from 2 team to 1. The Men's team did very well to narrowly avoid relegation considering the level of experience of the team and a few state U/21 players who chose not to play.
- The Open Women's program in 2019 was an extremely poor situation for the Association. SEHA came very close to not fielding a team. This was due to a lack of support from our club's elite players for playing open state. We had very low level of nominations. We managed to find enough players with support from individuals within clubs like Katrina Cochrane at Glebe and our first time Open Women's coach, Jessica Bingley. Last-minute withdrawals meant we had to draft players in the week leading up to the championship. The ladies who did play played with incredible spirit and team camaraderie. SEHA should be extremely proud of their efforts, but unfortunately, they were unable to avoid being relegated to Division 2.





- SEHA is in desperate need for greater volunteer support in the open field rep program. We need people out in the clubs talking to our elite men and women players about the prestige of playing at open state championships and of representing SEHA.
- State Championship results highlights were the U/18 boys 2 team winning Division 3 of the U/18 boys state championships in Lismore & Ballina. The U/13 girls 2 team winning Division 4 of the state championships at Parkes. The U/18 1 boys team were semi-finalists, only narrowly avoiding progressing to the final of Division 1, a very tough competition to say the least.
- Henry Tyree of the U/13 boys 1 team was named the Player of the U/13 boys Championships in Grafton.
- Women's Masters falls into the responsibility of the Representative Director, and I would like to officially recognise the huge contribution of Carolyn Davies, who organises the Women's Masters Field program at SEHA (4 women's masters teams) with minimal support and has produced some outstanding results in terms of the on field performances, but also the growth of the program. The SEHA 1 team winning the Division 1 SWHL title in 2019 was a great achievement for SEHA.

### Financial

- 6 outstanding fee payment in junior reps (97% paid)
- 8 outstanding payments across Opens (68% paid)
- 6 players granted special consideration (3% of fees)
- Moved cost of coaching support payments to the development budget so that it did not need to be funded by parents.
- Included Click in Focus team photos to all junior rep teams for the first time within player fees
- Reduced fees paid by parents by around 10% on 2018 in junior reps.
- Opens program will not cover costs due to extra costs needing to be incurred to field a team in the women's.
- All rep payments were moved to the revolutionise event system to allow invoices to be sent direct to players and payment to be made via credit card. This significantly reduced reconciliation time and effort from the SEHA Finance Director. Payments were received faster





with much less follow up required from the Rep Director. Virtually no action required from team managers to facilitate payment process. Overall a very positive experience.

## Operations

- Trials in 2019 were split with U/18 happening earlier. This was helpful from an administrative viewpoint but had no apparent benefit from the point of view of training and performance of the teams. The opportunity to take up additional training was not really valued by the coaches as the pre-season activities in clubs, AAP players preparing from Nationals and other factors influencing the lack of scheduling for earlier training for U/18.
- Hockey NSW adopted feedback about invoicing rep fees to an association login into Revolutionise which improved the experience. Revolutionise system continued to work well for state championships team selection and management.
- Creation of new SEHA website on Revolutionise backbone allowed much better information about Reps to be made available on the website. This will be expanded as much as possible – with the aim of all requests for information about the season being able to be answered on the website and reduce email volume, and provide our players and parents with a better experience.
- Adopted a new team announcement process based on feedback from parents. We named the teams on the SEHA website rather than in person at the last trial. Change was well received and created no major negatives in getting managers appointed.
- Low volunteer numbers across the junior rep committee a challenge, third year with no committee as such – but President of SEHA and other board members were invaluable support in providing good decision-making processes. This is not an ideal situation though.
- Managers were a great support, as always.
- Umpires for state championships were impacted this year by a change in policy by Hockey NSW. This resulted in only 1 umpire for every 2 teams entered being required to be supplied. This made competition for spots evident in some areas. This was managed by SEHA Development.
- The eligibility and clearance process was a lot better understood this year by all associations and players and we had no issues.



## Indoor

- Indoor season for 2019 concludes prior to Christmas.
- A very strong year of growth in indoor in 2019.
- SEHA entered 8 junior teams in U/13, U/15 and U/18. An increase of 3 on 2018, with 2 teams in each of U/13 and U/15 boys.
- U/18 boys struggled for numbers initially, the only real issue.
- SEHA entered 1 mens opens team, 1 open women's team and 2 women's master's teams. This was 2 additional team compared to last year.
- This all occurred against strong headwinds – namely volunteer support and venues to hold training and trials.
- We have no indoor rep committee in 2019, with this needing to be run by the Rep Director – which is very difficult with the Field Rep season being very long already.
- Thank you to Tracey Najdzion stepped up to assist the Rep Director with many aspects of the indoor program, such as booking venues – which made things work to some degree.
- Thank you to Briony Nilan who looked after indoor women's masters with support from Carolyn Davies. Congratulations SEHA1 Div1 runners up and SEHA2 Div4 champs.
- The availability of indoor venues in Sydney has been very tight, with the Port Hacking High School facility previously used becoming unavailable this year.
- SEHA needs to make some strategic investment into facilities for indoor if it wants to continue to run a program. Buying boards is only one part of this – we need to identify a venue that is willing to store them and has enough capacity to take our bookings in the indoor season.



## 2019 equipment

- Purchased another 150 field balls to replace older and lost balls and 5 new ball cages.
- SEHA was able to reach an agreement with Briars Hockey Club to utilise some of their storage for the Rep programs equipment, such as shirts and ball cages. Thank you to Briars for this agreement. SEHA will need to provide a secure way to store this equipment at Briars, so this is being investigated.

## 2020 Preparations

- Recovery and stocktake of all equipment and playing shirts.
- Plan trials and make bookings
- Plan to use revolutionise for nomination process in 2020, rather than google docs to streamline administration.
- Indoor venue strategy
- Review selection and clearance policy

**Chris Thuell**

**Representative Director**

## 7.1 Sydney East Hockey Association Junior Field Representatives 2019

U/11 boys	U/11 girls 1	U/11 girls 2
James Brine Abdallah Dannawi Mark Everett Cody Finlayson Riley Forchert Ashton Fordham Joseph Francis Felix Fung Seth Gomes Zac Jones Hamza Kanawati Hayden O'Kane Jack Satchwell Kaelan Vecellio Mark Everett Abdallah Dannawi Hamza Kanawati  <b>Coach: Jenny Avery</b> <b>Manager: Craig Vecellio/            Richard Satchwell</b>	Keela Callan Victoria Campbell Amelia Cook Alice Dux Piper Finlayson Airley Goodridge Dakota Hammond Frankie Johnston Kayla McInnis Ana Middleton Lilah Randall Piper Simpson Emilie Srdic Jessica Weatherall  <b>Coach: Kathy Calokerinos</b> <b>Manager: Lachlan McInnis</b>	Claire Campbell Emily Chalmers Siala Cochrane Saige Francis Alessandra Giompaolo-Ferguson Nicola Helman Ciara Jarvis Neave Neilson Emily Ryan Aislinn Walsh-Sams Emilie Satchwell Lilli Seebacher Lauren Heaney Miki Coope  <b>Coach: Katrina Cochrane</b> <b>Manager: Lisa Jarvis/Monique            Lester</b>

U/11-1 Girls Tamworth





U/11-2 Girls Tamworth – won the best team spirit award at Tamworth



U/11 Boys Tamworth



<b>U/13 boys 1</b>	<b>U/13 boys 2</b>
<b>Division 1, 7th place</b>	<b>Division 4, 4<sup>th</sup> place</b>
Zack Arambewela Clark Foster (GK) Henry Kaye-Charles Hugo Moore Aidan Najdzion Billy Pak Poy Callan Phan Jarred Potts Reece Rousell Tyler Rushbrook Campbell Scally Tully Shipton Oskar Smith Henry Tyree	Eddie Crowe-Palmer Daniel Dekker Felix Fung Max Helman Zac Jones Jack Ryan Jack Satchwell Tomas Scally Ashton Scally Marley Seebacher Tuomo Solness Oliver Tordoff Jack Satchwell Kai Paton (GK)
<b>Coach: Chris Potts</b> <b>Manager: Belinda Rushbrook</b> <b>Assistant Coach: Brandon Potts</b>	<b>Coach: Adrian Jones</b> <b>Manager: Justine Smith</b>

### U/13-1 Boys





## U/13-2 Boys



U/13 girls 1	U/13 girls 2
<b>Division 1, 12th place</b>	<b>Division 4, Champions</b>
Sofia Bray Siena Budson Amy Forchert Daisy Martin Pia Martin Willow Maison Jana Markopolous Amy McInnis Keira Neilson Daisy Noble Mary Papadopoulos (GK) Janine Southwell Madeleine Tudehope Liliana Turner	Elise Bestel Emerson Bonhote* Sabrina Dunn Mila Faine Frankie Foster Ella Godward Airley Goodridge Kayla McInnes Ana Middleton Rahni Salier Amba Rose Satchwell Monique Turner Anna- Maria Vallejos Matilda Welsh (GK)
<b>Coach: Rogier Knottenbelt</b> <b>Manager: Monique Lester</b>	<b>Coach: Lachlan McInnis</b> <b>Manager: Claudia Rico / Richard Satchwell</b>

## U/13 girls 1



## U/13 girls 2





<p><b>U/15 boys 1</b></p> <p><b>Division 2, 4th place</b></p> <p>Tom Alexander-Prideaux William Brine Joshua Fletcher Curtis Glassford Zane Goodridge Kai Jones (GK) Zac MacPherson Toby Mallon Lachlan Muffett Edward Noble Xavier Scally Rian Surti Coady Stone Orlando Travis Henry Tyree</p> <p><b>Coach: Marcia Scally</b> <b>Manager: Jacqui Fletcher</b></p>	<p><b>U/15 boys 2</b></p> <p><b>Division 4, 4th place</b></p> <p>Victor Coulet Jake Evans Ryan Hannigan Henry Kaye-Charles Hugh MacPherson (GK) Samir Murphy Aidan Najdzion Jarred Potts Reece Rousell Nicholas Sainsbury Alexander Samaris Campbell Scally Kurt Strohmayer Billy Pak Poy Zack Arambewela</p> <p><b>Coach: Adrian Jones</b> <b>Manager: Janine Hannigan</b></p>
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U/15 boys 1





## U/15 boys 2



<p><b>U/15 girls 1</b></p> <p><b>Division 1, 9th place</b></p> <p>Chloe Antilla Darcey Babbage Matilda Berowne Molly Busch Phoebe Cox Sienna Da Silva Ruby Di Somma Ilse Knottenbelt Grace Matthews (GK) Annie Millar Jana Markopoulos Claire McDonald Lillian (Billy) Pritchard Ashleigh Sperring</p> <p><b>Coach: Guy Mannering</b> <b>Manager: Janet Matthews</b></p>	<p><b>U/15 girls 2</b></p> <p><b>Division 4, 3rd place</b></p> <p>Lara Bartos Gabrielle Dietz (GK) Matilda Dux Scarlett Dux Cate Heath Sophia Jones Ella Knottenbelt Georgina Randall Abbey Roberts Abbie Sen Allegra Symonds Dakota Thuell Juliette Triccas</p> <p><b>Coach: Emma Thuell</b> <b>Manager: Lorna Burton</b></p>
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## U/15 girls 1



## U/15 girls 2





U/18 boys 1	U/18 boys 2
<b>Division 1, 4th place</b>	<b>Division 3, Champions</b>
Calam Baird (GK) Oliver Benn Miles Davis Rashil Jetley Cameron Jones Rodrigo Pedraza Luna Louis-Ferdinand Mausch Nathan McDonald Sulaiman Mehmood Riley Nilan Tim Pritchard Jonah Riley Ronan Shiels Patrick Vastiani	Oscar Benn Josh Drake Brendan Ius Mack Jones Toby Mallon Martin Pedersen-Clarke Brandon Potts (GK) Lukas Rawsthorne Xavier Scally Murray Shearer Orlando Travis Nicky Vera Jack Ward Matthew West Keiran Brook
<b>Coach: Alex Lupton</b> <b>Manager: Laura Torrible</b>	<b>Coach: Dean Morrow</b> <b>Manager: Chris Potts</b>

## U/18 boys 1



## U/18 boys 2



<p><b>U/18 girls 1</b></p> <p><b>Division 2, 7th place</b></p> <p>Sarah Brine          Olivia Cain          Prudie Dallen          Chelsea Da Silva          Sofia Ferrer          Jasmine Howe (GK)          Milla Jarvis          Talia Morrow          Destiny Peris          Emma Alexander Prideaux          Ashlee Ryan          Bronte Ryan          Izzy Shannon          Bianca Smith</p> <p><b>Coach: Clare Prideaux</b>  <b>Manager: Kylie Beckhouse</b></p>	<p><b>U/18 girls 2</b></p> <p><b>Division 3, 7th place</b></p> <p>Darcey Babbage          Molly Busch          Sienna Da Silva          Rebekah Goldsworthy          Cate Heath          Asha Machin Hunt          Bridget Kelly          Charlie Pepper          Billy Pritchard          Amalie Rodegier          Abbie Sen          Scarlett Thuell          Daiety Vezza          Tanisha Streeter (GK)</p> <p><b>Coach: Kate Alexander</b>  <b>Manager: Wendy Machin</b></p>
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## U/18 girls 1



## U/18 girls 2



## 7.2. Sydney East Hockey Association Open Field Representatives 2019

Open Women	Open Men
<b>Division 1, 10th place</b>	<b>Division 1, 9th place</b>
Alanna Howe Ashleigh Young Bronte Ryan Claire Williams Cori Hardy Destiny Peris Isabella Shannon Jessica Bingley Katrina Cochrane Kimberly Kiel (GK) Laura Schmahmann Litiana Field Tara Jane	Aleks Manou (c) Riley Nilan Oliver Benn Xavier Dao Harrison Benn Tim Pritchard Rodrigo Pedraza-Luna Ronan Shiels Jonah Riley Angus Baird David Reid (GK) Ross Bougoukas Rashil Jetley Alexander Benn
<b>Coach: Jessica Bingley</b> <b>Manager: Katrina Cochrane</b>	<b>Coach: Aaron Nilan</b> <b>Manager: Geoff Baird</b>

Open Men





## Open Women - Bathurst



### 7.3. SEHA Masters Women Field Representatives 2019 FULL State Championships – Bathurst

SEHA entered 3 teams:

- SEHA1 - 35 div 1: table position: 3<sup>rd</sup>
- SEHA2 - 35 div 3: table position: 5<sup>th</sup>
- SEHA3 - 35 div 4: table position: 4<sup>th</sup>



Masters Team Rep lists:

SEHA1: O35 division 1	SEHA2: O35 division 3	SEHA3: O35 division 4
Carolyn Davies (GK) Laura Anggadi Katrina Cochrane Sonya Finlayson Cindy Goodridge Ingrid Marchant Wendy Moylan Kylie Norris Carolyn Pitt Julie Prolov Marcia Scally Laura Simpson-Helman Nicola Skinner  Manager: Carol Parker (Cindy's mum)	Jane Cordin (GK) Amanda Bock Jackie Dixon Cathey Eke Lizzie Irvine Kate Kelly Sharon Knight* Chae Phillips Kasey Proszenko Anne Redman Sue Roberts Wendy Salkeld Sandy Templeton* Eve Wilson  Manager: Sandy Templeton *Withdrew due to injury	Jeannette Churchill Robin Craig Krystine Dempster Liesel Deveney Jacqui Fletcher Julie Foreman Judy Jones Karen Morris Jillian Parkin Lisa Rothwell Karla Taylor Mimma Tumminello Erin Whidden Debbie Williams  Manager: Laura Jones / Jeanette Churchill

#### SEHA Masters Umpires:

Marilyn Brown: SWHL Masters div 1, UN: 2019 Trans Tasman Masters (Gold Coast May), 2019 Masters National Champs (Gold Coast Sep), World Cup 2020 (South Africa):

Trent Wilde NSW State Champs

Cath Realf: SWHL div 2, NSW State Champs div 1

Multiple: SWHL div 3

Dakota Jatran, Morgan Tsang & Chris Vandenbroek: SWHL div 4

Carolyn Booth: NSW State Champs – div 3

Janet Black: NSW State Champs – div ¾

### 7.4. 2019 SWHL Masters Women's Competition

We entered 4 masters teams on Mon (Div3/4) and Wed (Div1/2):

SEHA1 - div 1: table position: 2nd – Major Champions GF: WON 2-1 v NSB only 1 point behind NSB but biggest goal difference with 31.  
NB. **Laura Anggadi - highest goal scorer** across div1.

- SEHA2 - div 2: table position: 3<sup>rd</sup> – finals: lost minor semi 0-1 v Nepean
- SEHA3 - div 3: table position: 6<sup>th</sup>
- SEHA4 - div 4: table position: 2<sup>nd</sup> – finals: lost GF 0-1 v Syd South (0-0 and 0-1 in extra time)
- **Emily Moylan (pictured right) – awarded best & fairest SWHL Masters Div 4**



**SEHA 1 Div 1 Champions !**



**SEHA 4 Div 4 Runners Up**

SEHA1 (Div1)	SEHA2 (Div2)	SEHA3 (Div3)	SEHA4 (Div4)
1. Tracy Bradford (GK) 2. Sonya Finlayson 3. Cindy Goodridge 4. Ingrid Marchant 5. Wendy Moylan 6. Kylie Norris 7. Carolyn Pitt 8. Jules Prolov 9. Lisa Roach 10. Marcia Scally 11. Claire Simpson 12. Laura Simpson-Helman 13. Nicola Skinner 14. Anna Turnbull 15. Briony Tyree 16. Gen Whitlam  Manager: Carolyn Davies	1. Laura Anggadi 2. Alyson Ashe 3. Amanda Bock 4. Carolyn Davies (GK) 5. Cathey Eke 6. Mandy Goldstein 7. Liz Irvin 8. Kate Kelly 9. Tara Larnach 10. Sonya Nicholl 11. Jo Paizes 12. Chae Phillips 13. Anne Redman 14. Sue Roberts 15. Goose Smallfield 16. Sandy Templeton 17. Eve Wilson  Manager: Sharon Knight	1. Sue Brady 2. Lorelle Byers 3. Jeanette Churchill (GK) 4. April Cooper 5. Robin Craig 6. Lynda Demaine 7. Krystine Dempster 8. Liesel Deveney 9. Julie Foreman 10. Gayle Greer 11. Judy Jones 12. Karen Morris 13. Roisin Smith 14. Ruth Standring 15. Sharon Westermeyer  Manager: Laura Jones	Maria Bradley Kath Calokerinos Steph Ingster Sue Jamieson Sonya Jenkins Julie Jirgens Trish McCabe Trish McClure Sharon McDonald Emily Moylan Carol Murphy Sharon Parker Beth Symonds Lauren Thompson Meredith Wells Stacy Williams (GK)  Coach (& Player): Kath Calokerinos  Manager: Yolanda DeWinter

**Carolyn Davies**

**Women' Masters Convenor**

## 8. SEHA Representative Honors

### **SYDNEY EAST** **Australian Representatives**

#### **2019 Hockeyroos Squad Members**

<p>Jocelyn Bartram Kaitlin Nobbs</p>
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#### **2019 Australian Masters Women Team** **TransTasman Gold Coast**

<p>Tracy Bradford Kirsty McIntosh</p>
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#### **2020 Australian Masters Women Team** **World Cup UK/South Africa**

<p>Tracy Bradford (o50s) Kirsty McIntosh (o60s)</p>
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<p>Katrina Cochrane (Shadow o40s) Sarah Dredge (Shadow o45s)</p>
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<p>Jess Bingley (Coach o40s) Sarah Dredge (Asst Coach o35s) Carolyn Davies (Manager o50s)</p>
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## Sydney East

### 2019-20 NSW Representatives

<b>U/13 boys team</b> <b>NSW Stars</b> Oskar Smith Henry Tyree	<b>U/13 girls team</b> <b>NSW Lions</b> Jana Markopoulos
<b>U/15 boys team</b>  Toby Mallon	
<b>2020 U/15 boys squad</b>  Toby Mallon Orlando Travis Kai Jones Oskar Smith Henry Tyree	<b>2020 U/15 girls squad</b>  Phoebe Cox Grace Matthews
<b>U/18 boys</b>  Miles Davis Rashil Jetley Ronan Shiels Patrick Vastani Riley Nilan	<b>U/18 girls</b>  Kendelle Tait Tegan Neowhouse



<b>U/21 women team</b>  Litiana Field Tegan Neowhouse Julia Bradley	<b>U/21 men team</b>  Rashil Jetley Hayden Shawyer Miles Davis William Graf Sam Alexander-Prideaux Patrick Vastani
<b>2020 U/21 women squad</b>  Julia Bradley Litiana Field Tegan Neowhouse Georgia Owers	<b>2020 U/21 men squad</b>  Rashil Jetley Ronan Shiels Sam Alexander-Prideaux Angus Baird
<b>NSW Pride Women</b>  Jocelyn Bartram Kaitlin Nobbs  <b>NSW Pride Men</b> Dylan Martin Kurt Lovett	<b>NSW Masters Women</b>  Laura Anggadi (over 35s) Tracy Bradford (over 50s) Sarah Dredge (over 40s) Kristy McIntosh (over 60s) Georgina Gunner(over 40s) Katrina Cochrane (NSW Shadow o40s and played ACT o40s)

## Sydney East 2019-20 Hockey NSW

### Athlete Acceleration Program (AAP) Members

<b>boys</b>	<b>girls</b>
Calum Baird Keiran Brook Riley Nilan Brandon Potts	Destiny Peris Sienna Campese Chelsea Da Silva

### Sydney East Representatives 2019 All Schools U16 Boys Squad

Keiran Brook
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### Sydney East 2019/20 NSW Indoor Representatives (announced to date)

<b>U/15 girls</b>  Sienna Campese  <b>U/13 boys</b>  Oscar Smith (Lions)
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### **SEHA U18 1 Boys team report 2019.**

These young men made a goal at the start of the tournament to win each game leading to semis and finals. While they did not complete their goal entirely, they did finish second in the pool at all have displayed some development in the game of hockey, whether it be knowledge about the game, leadership or commitment. In the lead up, prior to the NSW State Championships in Goonellabah the team only had two sessions this year due to National U18 Championships impacting availability of eight players.

Our first game was against Tamworth 1:

Result: 5 – 1 win

Goal scorers: Tim Pritchard, Suliaman Mehmood, Miles Davis, Rashil Jetley, Louis-Ferdinand Mausch

The team played well with moving the ball proving to be an asset, winning penalty corners and converting opportunities.

Our second game was against Hockey New England 1

Result: 3 – 3 draw

Goal scorers: Rashil Jetley (2), Tim Pritchard

A tough and fast paced game, where hockey went from one end of the field to the other. Our goals came from a build-up of play to gain circle penetrations to score two field goals and other from being awarded a penalty stroke. Hockey New England scored a field goal followed by two penalty corners.

Our third game against Central Coast 1

Result: 4 – 0 win

Goal scorers: Tim Pritchard, Suliaman Mehmood, Rashil Jetley, Louis-Ferdinand Mausch

This game was going important in securing a semi-final position due to results across the pool. The team needed to display a good performance, which they did. Again our goals came from exceptional build-up, utilising speed and space.

Our fourth game against Newcastle 1

Result: 4 – 2 loss

Goal scorers: Tim Pritchard, Oliver Benn

The team had secured a position for a semi-final berth prior to this game. Newcastle had been the team of the tournament to date and were sitting first in the pool. However, the team still wanted the win. Unfortunately, Newcastle's conversions of two penalty corners and the positioning of field play to utilise space behind out defenders proved costly. While Tim Pritchard and Oliver Benn scored from two penalty corners, it was a tough game.

Our fifth game against North West Sydney 1 (Semi Final)

Result: 3 – 3 Draw

Goal scorers: Tim Pritchard, Suliaman Mehmood (2)

A tough game whereby North West Sydney had a lot of speed up front that we knew we had to contain. Most of the goals in the game were from general field play. The team had a number of opportunities squandered in the circle and unfortunately hit the cross bar in the final moments of the game while executing a penalty corner. The boys played with a lot of SEHA pride and kept applying themselves for the duration of the game.

Overall the standard of the U18 State Championships was at a high intensity, where every team played with their heart on their sleeves for their association and we were no different. It has been a pleasure to work with this group of players for the past four years and I hope that all the top age players continue with their hockey and playing at Open State Championships. As for the younger players I hope they have learnt value in leadership qualities, further develop their hockey skills throughout the remainder of the year and return to represent SEHA in 2020.

I would also like to take this opportunity to thank Laura Torrible for her managerial skills. Her organisational ability to communicate to all about games and training was exceptional; creating an opportunity for both teams to meet at the beach; and organising the team dinner. I hope she continues to impart her passion for the sport in this manner. To Mr Shiels and Mr Vastani who assisted on the bench by being our man, thank you. To the parents, thank you for all your encouragement, not only to the players and their own children but also to me. Without parents support and acknowledging the importance that sport creates in the development of a child we would not have players for teams, so thank you.

Regards

Alex Lupton

SEHA U18 1 Boys Coach

# Sydney East Hockey Association Strategic Plan 2017 - 2020

**Vision** **SYDNEY EAST HOCKEY ASSOCIATION:** CHAMPION THE GROWTH OF HOCKEY.

**Hockey NSW:** Our vision is for Hockey NSW to be the leader on and off the field.

**Hockey Australia:** • Consistent Australian team performance and team success at 14 benchmark events • Stronger business model by sustained profits through diversified revenue • Increased participation across all levels of hockey • Highest standard of governance across whole of sport.

**Purpose** **SYDNEY EAST HOCKEY ASSOCIATION:** FOSTER A SAFE AND INCLUSIVE ENVIRONMENT THAT PROMOTES PARTICIPATION AND DEVELOPS HOCKEY WITHIN THE SYDNEY EAST COMMUNITY.








**Hockey NSW:** A sustainable and innovative organisation that provides an accessible sport of choice for everyone through a unified approach, leading the field with integrity, transparency and excellence.

**Hockey Australia:** • To achieve success with Australian teams • To grow the game of hockey in Australia • To govern the game of hockey in Australia

Strategic Pillar	1. PARTICIPATION	2. RELATIONSHIPS	3. OPERATIONS	4. PROMOTIONS & COMMUNICATIONS	5. FACILITIES
Objective	Attract new, retain existing and re-engage past people in hockey	Highly productive internal and external partnerships, networks and alliances	Strong finances, robust governance and effective management	Enhanced profile and increased engagement	Safe, quality and accessible facilities that support participation growth
Supporting Strategies	<ol style="list-style-type: none"> <li>1. Create links between local schools and clubs to provide a player pathway</li> <li>2. Identify opportunities to make it easier and more cost-effective for families to participate in hockey</li> <li>3. Provide development pathway for players, coaches, umpires and officials</li> <li>4. Explore new, modified and social formats to adapt to changing consumer preferences</li> <li>5. Reignite interest in hockey from past players</li> <li>6. Identify and remove participation barriers to attract new players of all ages, abilities and backgrounds</li> <li>7. Develop volunteer recruitment &amp; recognition activities</li> </ol>	<ol style="list-style-type: none"> <li>1. Actively engage and collaborate with affiliated clubs to achieve mutually beneficial outcomes</li> <li>2. Foster and preserve relationships and, work collaboratively with:               <ol style="list-style-type: none"> <li>a. Hockey NSW</li> <li>b. Local Government Associations</li> <li>c. Local businesses</li> <li>d. Local schools and educational institutions</li> <li>e. Local community organisations</li> <li>f. State and Federal government departments and agencies (e.g. NSW Office of Sport)</li> </ol> </li> <li>3. Association strategy aligns with Hockey Australia and Hockey NSW</li> <li>4. Represent affiliated clubs in providing feedback to HNSW</li> </ol>	<ol style="list-style-type: none"> <li>1. Create an effective association and board structure that supports strategy</li> <li>2. Align association governance with relevant ASC Sport Governance Principles</li> <li>3. Develop a culture of member protection that promotes a safe, fair and inclusive environment</li> <li>4. Identify and fully utilise governance components of Revolutionise system</li> <li>5. Identify opportunities to support club administration</li> <li>6. Develop appropriate procedure manuals, guides, checklists and templates for key roles</li> <li>7. Implementation of succession planning for all key roles including Board Directors.</li> </ol>	<ol style="list-style-type: none"> <li>1. Develop a communication matrix to identify key stakeholders, messaging content and communication medium</li> <li>2. Identify members skilled in social media to develop social/digital strategy and drive member engagement</li> <li>3. Communicate SEHA strategy on a page</li> <li>4. Fully utilise all communication and engagement modules and elements of Revolutionise system</li> <li>5. Identify opportunities to work collaboratively with clubs on promotions and communications</li> <li>6. Identify technologies and opportunities to amplify engagement</li> </ol>	<ol style="list-style-type: none"> <li>1. Identify and target relevant grant and funding opportunities</li> <li>2. Work with clubs on developing a future facility improvements and maintenance plan</li> <li>3. Identify innovative options to grow facility footprint e.g. multipurpose, half-field</li> </ol>



## 10. SEHA Affiliated Clubs and Contacts

	<a href="#"><u>Bankstown Sports Hockey Club</u></a>	Graeme Barnard	secretary@bankstownhockey.org.au
	<a href="#"><u>Bentstix Hockey Club</u></a>	Kara Seymour	0428 816 829 <a href="http://www.bentstix.com.au">http://www.bentstix.com.au</a>
	<a href="#"><u>Briars Hockey Club</u></a>	secretary@briarshockey.com.au	(02) 9743 1907
	<b>Canterbury</b>	Judy Jones	<a href="mailto:pivotalplayer@yahoo.com">pivotalplayer@yahoo.com</a>
	<b>Reevesby</b>	Lauren Taylor	0421 455 823 -
	<a href="#"><u>Eastcoast Dolphins Women's Hockey Club</u></a>	Tanya Arathoon	0403 800 333
	<a href="#"><u>Easts Hockey Club</u></a>	Harry Vance-Law	0423 256 874
	<a href="#"><u>Easts Women's Hockey Club</u></a>	Danica Oades	0431 951 804
	<a href="#"><u>Esquires</u></a>	Leanne Bunker	0412 069 955



Glebe  
District  
Hockey Club

Carol Wark

[glebesecretary@gmail.com](mailto:glebesecretary@gmail.com)

<https://glebehockey.org.au/contact-us/>



Monterey  
Hockey Club

Allen Whitty

0424 930 185



POHOGS

Sandy Templeton

0438 587 962



St George  
Randwick  
Hockey Club

Sue Flemming

0418 802 119

Women

0416 262 432

Carolyn Davies



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Hockey Club

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