

# ANNUAL REPORT

## 2020

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## **Chair's Report**

2020 was a mixed bag for underwater hockey to say the least. Unfortunately, the majority of tournaments had to be cancelled due to lockdown restrictions. In Wellington however, we were fortunate to be able to hold the majority of games for our school league, clubs and mini league.

Our player numbers were about the same as 2019 which was great to see. Clubs saw an increase in participation with club numbers growing throughout the year. Our club performances were fantastic at Club Nationals.

There have been a number of surprising results in our school league last year, with schools which had previously struggled in the league, suddenly dominating their grades. We desperately need more coaches for schools so I encourage you to put your hand up to help if you can.

### ***U18's***

Like 2019, the upper North Island regions proved just a bit too strong for our liking. However, over half of our players were selected for a NZ squad which shows the strength of players we have in Wellington. We hope to be able to build on the success we had in 2020 for 2021.

### ***Growing participation in mini and schools leagues***

We expect to see some ongoing impact from the lack of pool and competition time in 2020, potentially impacting on the numbers participating at Year 9. During 2021, we will be actively targeting growth in mini league participation with a goal of maintaining all our current schools and targeting growth in Karori and Hutt Valley. Future growth opportunities for mini league will be identified during 2021.

### ***Taking a new approach to planning our annual calendar***

We will be planning our calendar earlier this year than in previous years which will allow for better management of coaches appointments and team selections. We will also be looking at working closely with clubs to ensure we are using our pool time wisely.

Unfortunately, WRAC will be closed in July and August for maintenance this year. We are trying to find space elsewhere for some game nights.

## Treasurer's Report

At the end of 2019, we had a number of outstanding debts leading to an operating deficit for 2019. The majority of these debts have been recovered, with a small number (4) from a number of years ago being written off.

As noted in the Chair's Report, 2020 has been an unusual year. We have focused on ensuring that our activities have been run cost effectively to cover their costs (including longer term equipment replacement). We have also been updating our Xero accounts, and transitioning to having all financial activities run through Xero. For 2021, we expect to complete this transition, which will mean that all invoices (for example for Regional squads/teams) will come directly from Xero and will be automatically tracked and categorised.

As a result of a number of invoices coming through late and/or not being picked up, we need to invoice the U18 players for some additional costs, and have \$3653.44 already outstanding from those players. These costs will be chased up and we are confident that we will recoup all outstanding costs from 2020.

WUHA has also had no success to date in receiving the subscriptions and league fees from KOM players. We currently have in the order of \$1000-\$1500 outstanding. We propose to initiate a no-pay-no-play ruling, unless each KOM member pays in full or initiates a payment plan.

For 2021, we will seek a membership update from clubs as at 30 April, with payments due by 31 May. A "wash up" of later signups will be sought after Club Nationals.

### ***Budget for 2021***

As part of the review of the Finance Policy, it is proposed that budgets be prepared in advance of the financial year (1 January-31 December). These budgets have been prepared by the WUHA Committee, however any additional items or areas can be added later in the year, as required.

Indicative costs for school teams are \$420 per team (if 30 teams).

Indicative costs for Clubs players are \$270 per player (if 50 regular players) + \$20 affiliation, or \$195 per player (if 75 regular players) + \$20 affiliation. Affiliation only is \$20.00. These costs are consistent with the full year costs for 2019 and 2020.

### ***Financial Policy***

The Financial Policy for WUHA has been reviewed, and is included as a later agenda item to be voted on by members.

A review of documentation has highlighted that a number of areas required updating, including the finance policies, banks signatories and IRD authorities. These have all been updated, and processes documented to ensure that future Treasurers have a clear process to follow.

Current authorities:

- Kiwibank: Sarah Arnold (Chair), Emma Speight (Secretary)
- IRD: to be confirmed
- Xero: Mat Webster (Treasurer), Emma Speight (Secretary)

**Financial report for 2020**

<b>Cash Summary</b>				
<b>Wellington Underwater Hockey Association</b>				
<b>For the 12 months ended 31 December 2020</b>				
	<b>Dec 2020</b>	Dec 2019	Dec 2018	Dec 2017
<b>Income</b>				
Coach Course		\$0.00	\$53.00	\$0.00
Elite Sessions		\$0.00	\$270.00	\$80.00
Equipment Hire		\$0.00	\$0.00	\$1,367.45
Interest	\$125.02	\$231.26	\$250.09	\$116.10
League Fees	\$10,475.00	\$17,440.73	\$10,643.78	\$6,395.00
Mini Fees	\$2,090.00	\$7,333.10	\$8,400.00	\$15,540.00
Nats Function Tickets		\$1,300.00	\$0.00	\$0.00
Refereeing Course	\$1,115.00	\$2,960.00	\$3,360.00	\$400.00
Regional Squad	\$2,669.48	\$11,102.30	\$8,305.93	\$3,972.94
School Fees	\$10,664.00	\$18,480.00	\$13,950.00	\$15,325.00
U18 Squads	\$10,292.46	\$23,222.88	\$11,873.73	\$18,692.02
Women's Development Camp		\$0.00	\$0.00	\$87.00
<b>Total Income</b>	<b>\$37,430.96</b>	<b>\$82,070.27</b>	<b>\$57,106.53</b>	<b>\$61,975.51</b>
<b>Less Operating Expenses</b>				
Bank/Xero Fees	\$746.00	\$621.00	\$579.05	\$521.84
Club Nats Function		\$2,900.00	\$0.00	\$0.00
Committee Expense		\$858.87	\$728.31	\$666.88
Cost of Goods Sold		\$0.00	\$0.00	\$368.67
Domain Name	\$1,320.20	\$1,143.10	\$1,184.50	\$1,184.50
Equipment Expenses	\$288.97	\$2,877.84	\$90.00	\$832.65
Individual Sponsorship		\$1,115.00	\$1,785.00	\$470.00
Mini Expenses	\$1,291.82	\$3,283.50	\$5,859.73	\$2,924.10
Pool Hire	\$22,037.51	\$26,708.75	\$20,548.50	\$24,776.70
Referee Fee		\$684.24	\$4,120.00	\$3,160.00
Regional Team Entry		\$9,382.00	\$8,900.00	\$15,650.00
U18 Expense	\$4,847.04	\$37,859.24	\$10,299.94	\$19,240.66
WUHA Expense		\$0.00	\$950.00	\$1,164.00
WUHA Team Uniform		\$282.16	\$338.40	\$209.97
<b>Total Operating Expenses</b>	<b>\$30,531.54</b>	<b>\$87,715.70</b>	<b>\$55,383.43</b>	<b>\$71,169.97</b>
<b>Operating Surplus (Deficit)</b>	<b>\$6,899.42</b>	<b>-\$5,645.43</b>	<b>\$1,723.10</b>	<b>-\$9,194.46</b>

**Bank Balances @ 1 January 2021**

Term Deposit: \$87,798.90

On-Call: \$17,158.77

Now Account: \$13,989.77 (Note that a number of late invoices from 2020 have since been paid)

## Secretary's Report

**Overall WUHA Club membership**

The total number of WUHA members in 2020 was 162. The WUHA 2020 membership breakdown by Club is shown below:

Club	Total members	Club Nationals
Crox	42	1 x Prem 1 x A Grade 1 x B Grade
KOM	17	1 x Prem
Phoenix	103	1 x Prem 1 x A Grade 3 x B Grade 3 x C Grade
Total	162	

The WUHA 2019 membership breakdown by Club is shown below:

Club	Total members	Club Nationals
Crox	39	1 x Prem 2 x B Grade
KOM	30	1 x Prem 1 x A Grade 1 x B Grade
Phoenix	101	1 x Prem 2 x A Grade 2 x B Grade 3 x C Grade
Total	170	

In future annual reports, WUHA will develop trend data to show the trends in membership and any breakdowns that may identify areas to target for future growth or retention of players.

Club membership in Wellington is static, with KOM numbers dropping and being offset by small increases for Crox and Phoenix. Numbers have held up through the work undertaken by Phoenix members to provide a welcoming environment for players of any ages (and skill levels), and by establishing the Social and Novice leagues. However, it is likely that action will be needed to ensure that numbers are maintained - WUHA is interested in working with Clubs on strategies to grow and retain membership, and to keep strong participation at elite levels for the Wellington region.

Growing membership, and retaining members through transitions to school, tertiary study and work, remains a priority for WUHA. Developing better information about how to attract and retain members will be an ongoing opportunity for the Committee.

### ***Drafting of new Constitution***

The current WUHA Constitution is no longer fit for purpose - it was approved in 2011 and none of the referenced people have any ongoing involvement in WUHA. Throughout 2020, the WUHA Committee has considered the matters that are required to be covered in our Constitution, and prepared a new Constitution that meets the current and future needs of WUHA and any relevant statutory requirements.

This is the subject of a separate paper to the AGM.

### ***Committee member role description and nomination process***

To provide clarity about what is required of Committee members, and the skills that would be helpful, we have been working on brief role descriptions (Committee members can hold more than one role).

The role descriptions are covered in a separate paper to the AGM.

In addition, the new Constitution requires a more clearly documented process for nominations of Committee members. If adopted, this will mean that, in future, nominations for available positions will be sought in advance of the AGM (although nominations can still be made at the AGM), and potential Committee members will need to sign a nomination form.

### ***Improvements to Committee processes***

Over the last year, the WUHA Committee has continued to look at opportunities to improve how we work, to ensure that our activities and decision-making processes are transparent, and that we are moving beyond the day-to-day administrative activities to focus on the strategic opportunities for UWH in the Wellington region.

Key decisions are now made on the basis of short papers, to ensure that everyone has access to the relevant information. Financial reporting is also being improved to show key transactions every month. These steps are important as a basis for good governance (while still balancing the amount of paperwork needed).

# Portfolio Reports

## Equipment

This year a comprehensive stocktake was done for all wuha equipment, this included reffing items, mini league items, general equipment (barriers, A.V). As part of the stocktake, items were repaired (reffing gongs), or tagged for replacement (mini league items, pucks), also with the rebuild of Naenae pool on the horizon we have planned for to over the next few years build up stock levels to accommodate equipment needed for this facility (main item needed here are barriers)

We also need new CZUH caps as we currently have two very old / tired / dated caps. We are looking at a design for the caps to tie into the togs and uniform items before proceeding with a purchase. Players that are representing WUHA and CZUH should not have to be supplying their own caps at this level.

In 2021, the Equipment portfolio will move to a 5+ year plan for the replacement and maintenance of equipment, so that anticipated costs can be spread over multiple years. For major items, the Committee will seek grant or sponsorship funding to minimise the costs to players.

## Coaching

In 2020, we were not able to offer any coaching support or development opportunities. The WUHA Committee has identified this as a high priority area to support our plan to grow participation in mini and school leagues, and to develop our top level/representative players. We will be seeking to develop a plan of coaching development activities in 2021, covering both general approaches to coaching and UWH-specific coaching.

We recognise that our school coaches, in particular, are playing an important role in attracting and developing our school level players, and building a strong base of core skills for our UWH players. We look forward to working with them in 2021 as we create our coaching development plan, and identify additional coaches for the schools league.

WUHA would like to acknowledge the valued contribution of the following representative coaches in 2020:

- Wellington U18 women's A team: Jack Whiterod, James Keating and Abby Burdon
- Wellington U18 women's B team: Harriet Whitmore and Devin Glover
- Wellington U18 men's A team: Nick Healy and Alistair Ford
- Wellington U18 men's B team: Odette Ford Brierley and Sian van Dyk

WUHA intends to provide a greater recognition of the value of coaching for our Schools League and Representative coaches, and the details of this approach will be agreed in the first WUHA Committee meeting.

## Referees

Very little occurred within the referee scope in 2020, due to the effects of Covid-19.

NZUWH cancelled all courses so there were no new referees at level 1 or 2. There was scope however for those attendees from 2019 courses to complete their requirements of 10 games. A small number were able to complete this requirement.

Ongoing plan for 2021 is to run 2 courses:

1. The first course in March for a small selection of adults and school pupils at Year 11. These are the potential referees that would have attended a course in 2020 but were not able to.
2. The second course later in May/June for players in year 10.

There is a need to have more WUHA level 1 referees advance to level 2. This will be investigated further and candidates identified.

## Mini League

Despite the challenges of COVID-19, we were still able to hold 3 mini leagues in WRAC and Huia pool, with a total of 7 schools and 90 players involved. While the leagues were well down on 2019 the number of schools represented are the same as the previous 4 years, it still shows a good level of interest from this important pool of intermediate level players.

Mini leagues were unable to get the required 4 hours of pool space needed to run a full league, this made it difficult for the managers and players to keep up with the short turnaround needed to get to their games. The games were cut to 10 min long and 2 min between games. With the decrease in the length of game time all teams were able to play at least 5 games.

Hutt Intermediate were due to play for the first time in over 10 years but unfortunately with COVID-19 they were unable to pull a team together for the other mini leagues. Wellesley and Chilton joined to make up a team and we also had children from Karori, Northland, Hutt intermediate join forces with other teams. A number of these younger players also participated in the novice league, which provided opportunities for them to develop their skills.

For the first time UWH held a Year 8 development night inviting Year 8 mini league students to join Year 9 and U18 players for skills and games, finishing the evening sharing pizza. The purpose for this evening was to form a link between the Year 8 player and a player from the college they intend to move to in 2021.

The following schools participated in 2020:

- Scots
- Wellesley
- Chilton
- Brooklyn
- EBIS

- Raroa
- QMC

The following schools have not been represented in the last 3 years

- HIBS
- Plimmerton

We were disappointed with the lack of active participation from our U18 players in supporting mini leagues through coaching these young players. This is a really important part of how we develop our future players, and an opportunity for our representative players to give back to the UWH community. In 2021, we will be strictly enforcing the mini league coaching expectations as an eligibility criterion for our U18 representative teams.

In 2021, we plan to increase the number of schools represented in mini leagues and increase the number of children playing, which hopefully will increase the number of players in the college league.

Huia pool will be used as our main base for Mini League for 2021.

## Schools League

In 2020 we saw our team numbers stay roughly the same as 2019. The list of schools currently participating includes (number of teams in brackets):

Junior Girls	Junior Open	Senior Girls	Senior Open
WGC WEGC QMC Marsden Wellington High	Wellington High (2) HVHS HIBS Aotea Tawa WC (2) Onslow St Pats	HVHS (2) WCG WEGC Wellington High Aotea Marsden	WC (2) HIBS Wellington High Scots St Pats Onslow HVHS

In 2020 there has been an increase in the number of composite teams. In 2021, we will be developing a plan to grow participation (and retention from mini league) across current and potential schools at years 9 and 10, including working with school sports coordinators and developing coaches.

Unfortunately, the Schools League was significantly affected by COVID-19, including the cancellation of Central Zones, Schools Nationals, and the replacement Jill Ford Southern Competition.

WUHA would like to congratulate the following school teams for their results in 2020:

	Gold	Silver	Bronze
Junior Girls	WGC		
Junior Open	WC		
Senior Girls	WGC	WEGC	Marsden
Senior Open	WC	HIBS	Scots

The winning schools over the last five years:

	2020	2019	2018	2017	2016
<b>Junior Girls</b>	WGC	Marsden	Marsden	HVHS	HVHS
<b>Junior Open</b>	WC	WC	St Pats	HIBS	HIBS
<b>Senior Girls</b>	WGC	WGC	WEGC	WEGC	WGC
<b>Senior Open</b>	WC	St Pats	HIBS	WC	WC

### ***College Sports Awards 2020***

#### UWH Player of the Year Finalists (Male)

Ryan Flower (Aotea College)

Jamie Norris (Hutt International Boys)

Joseph Gundersen (St Pat's, Town)

Ben Stirling (Wellington College)

#### UWH Player of the Year Finalists (Female)

Hannah Mercer (Aotea College)

Tallulah Nemet-Sargent (Queen Margaret College)

Emma Egley (Samuel Marsden)

Matahi Pott (Wellington East Girls College)

Belle Burdon (Wellington Girls College)

#### Congratulations to the winners:

Ben Stirling (Wellington College) - UWH player of the year (Male)

Belle Burdon (Wellington Girls College) - UWH player of the year (Female)

Jacqui Pennington (Hutt Valley High School) - Volunteer to Sports

### **Social/Novice League**

This has grown and continues to grow with each league, we have now had over 100 people participate in the various leagues, they are a modified version of the game being 4 aside and played in two lanes of the pool. We do struggle to get pool space though which is the major restriction we are having to deal with here.

Novice league - This is a great bridging pathway for mini-league players who show promise and want more pool time. It also provides a playing opportunity for school players who may not have a school team, and a league for new adults who want to give the sport a go .

Social league - A great option for people who are social and don't want to play Thursday club leagues. We have had a number of retired players come out of retirement to play and also parents of school children who have wanted to come and give it a go.

WUHA would like to acknowledge the role that Phoenix played in initiating the Social and Novice Leagues, and specifically the work led by Peter Miller to set up and run the leagues.

## **Clubs League**

Clubs league suffered through the lack of pool space through COVID levels, however we were able to keep the leagues going and pick up extra times during school holidays and at the end of the school season.

A number of different options were used to provide opportunities for Prem level players, and bring up developing players in a range of positions. In addition, year 11 players were allowed to play and this has worked well and helped to ensure good numbers on Thursdays, with a number of players developing well, with the support of their Club.

## **Competitions**

Unfortunately, UWHNZ was only able to hold 2 competitions in 2020.

In 2021, we plan to move to a longer lead time for our representative team selection and training calendars.

### ***Club Nationals***

This was the first competition UWHNZ could hold in 2020. Wellington had a large number of teams participating in each grade. We would like to congratulate the following teams:

#### Prem grade

1st - Sobek (Crox)

3rd - Furno (Phoenix)

#### A grade

4th - Flame (Phoenix)

#### B grade

4th - Croclings (Crox)

#### C grade

1st - Spark (Phoenix)

2nd - Ash (Phoenix)

## U18

Despite the disruption to the year, the National U18 competition was able to go ahead. For the second time, this was streamed live on UWHNZ and Sky YouTube channels which was a great opportunity to see the action under water.

	2020	2019	2018	2017	2016
Wellington U18 women's A team	Silver	Bronze	Silver	Bronze	
Wellington U18 women's B team	5th	6th	5th		
Wellington U18 men's A team	Bronze	Bronze	Silver	Silver	
Wellington U18 men's B team	6th	5th	5th		

## NZ Team Selections

Although all of the 2020 international tournaments were cancelled/postponed, we are proud to announce that the following players have been selected for New Zealand representative teams/squads. We hope that 2021 will allow them to participate in a Worlds or TransTasman tournament. A number of players were selected at the U18 Interzone tournament to be in the U21 squad. This is a new squad which may or may not compete at an international level depending on CMAS developments. We do however want to acknowledge their selection.

### Coaches

Tristan Reynard – U19 Women's coach

Devin Glover – U24 Men's assistant coach

## U21

12 Wellington players are currently selected for the NZ squad:

Women	Men
Zoe Houston	William Thorpe
Belle Burdon	Ben Stirling
Poppy Gane	Sam Paviour-Smith
Jess Edmonds	Caelum de Vos
	Jacob Rhodes
	Archie Riley
	Pakorn Putthapipat
	Joseph Gunderson

**U19**

10 Wellington players are currently selected for the NZ squad:

<b>Women</b>	<b>Men</b>
Emma Egley	Nick Jones
Jessie Mckee	Lewie Harland
Kate Diack	Henry Murdoch
Massie Case	Lucca Mansfield
Milly Woodbury	
Tallulah Nemet-Sargent	