

# Leinster Hockey Association Management and Board Proposal

## Introduction

The Leinster Hockey Association (LHA) was formed as a limited company following a merger between the Leinster Ladies, Leinster Men and South East branches. The company has provision for a board to govern and manage the affairs of the LHA, comprising of up to 10 members, with a maximum term of 5 years.

It is concerning that the number of volunteers coming forward to take on roles has dwindled in recent years. Alongside that, members of the board who served their maximum 5-year term have stepped down as required at the 2017 and 2018 AGMs. Three (\*) of the current board will have served their terms by the end of this season.

As can be seen from the table below, the board has a number of key vacancies which have not been filled since the AGM last May – this gap at board level is not sustainable and the board are seeking support from Clubs to resolve the issues.

Role	Board Member	1 <sup>st</sup> AGM voted in
President		
Honorary Secretary		
Treasurer (& Company Secretary)	Amy Armstrong	2016
Mens Section	David McNerney	2016
Ladies Section	Sarah O'Connor *	2014
South East Section	Julie Watchorn	2016
Development	Dónal Doyle *	2014
Youth	Mandy Hollwey	2018
Inter-Regionals	Ann Ronan *	2014

The current board have operated on the following basis since the 2018 AGM

- In the absence of a President, the board meetings have been chaired by a board member elected by Directors present at the meeting
- Correspondence sent to [admin@leinsterhockey.ie](mailto:admin@leinsterhockey.ie) and copied to [secretary@leinsterhockey.ie](mailto:secretary@leinsterhockey.ie) is reviewed by the board and responses agreed

Following the AGM, the board have reviewed of the matters raised at the AGM, the strategic plan and the responsibilities associated with each board member's position. The current board are now proposing to make the changes outlined below and are seeking support from the clubs in Leinster to help fill the roles and ensure continuity within Leinster Hockey.

## Proposed Board changes:

- The role of President to be split into two
  1. A President to represent the LHA at public functions (e.g. Presentations of medals, Pitch Openings, Hockey Ireland 'events'). The President will not be required to attend all board meetings, and will do so as an observer/contributor, but not as a voting member.
  2. A Chair for the board who will assume the leadership position previously held by the President, and who will not be required to attend all public functions.

- Increase the overall number of roles on the board to 12
  - o This will allow for a split of the workload across a wider group
- Dissolution of a specific representative role for South East;
  - o the ladies and junior girls' competitions are currently absorbed under the Ladies and Youth areas as appropriate
- Splitting of the Development role into three
  1. Umpiring
  2. Coaching
  3. Club Development / Special Projects
    - Special projects could include Engagement with Masters / Indoor / etc. to help 'Grow the Game' or Hockey Ireland new Membership system
- Introduction of a new strategic role - Communications, Marketing and PR

The board are currently supported by two paid administrators

- Executive Officer: Permanent Full-Time Employee: Responsible for core administration activities in support of the running of the LHA
- Youth Administrator: Temporary Part-Time Employee (to be reviewed end of 2018-19): Primarily Responsible for the administration of junior clubs and school competitions

It is anticipated that additional resources may be required to support activities of the board portfolios (e.g. Administration of the Inter-Provincial development programmes which has previously been completed by a number of individuals in a paid capacity).

### LHA Board of Directors – Proposed roles and responsibilities

Board Roles	Responsibilities and key Focus Areas	Sub-Committee(s) / Supports
Chair	<ul style="list-style-type: none"> <li>- Management of the strategic plan for the LHA</li> <li>- Chairing Board/Management Committee meetings</li> <li>- Chairing LHA general meetings</li> </ul>	
Treasurer	<ul style="list-style-type: none"> <li>- The finances of the LHA, keeping an accurate record of all monies received and expended</li> </ul>	Grounds committee
Hon Secretary	<ul style="list-style-type: none"> <li>- Secretarial duties in connection with the running of the hockey affairs of the LHA Board</li> <li>- Special projects to be agreed and prioritised</li> </ul>	All incoming correspondence is collated and prepared for board members' review by the administrator (paid position)
Marketing, Communications & PR	<ul style="list-style-type: none"> <li>- Promotion of hockey in Leinster – to grow the game and increase participation</li> <li>- Public notices and communications (including website content, social media, press releases etc.)</li> <li>- Engagement with Sponsors</li> </ul>	
Competitions		
Ladies Section	Ladies Competitions: <ul style="list-style-type: none"> <li>- Represents and provides updates from the competition sub-committee responsible for the day to day running of ladies' leagues and cups,</li> </ul>	Ladies Committee <ul style="list-style-type: none"> <li>- Registration &amp; Fixtures</li> <li>- Development of the sport within clubs</li> </ul>

Board Roles	Responsibilities and key Focus Areas	Sub-Committee(s) / Supports
	including Sunday league - Includes oversight of fixtures and registration activities - Shared Responsibility for the growth of the game within the adult sections of clubs	
Mens Section	Men's competitions - Represents and provides updates from the competition sub-committee responsible for the day to day running of men's leagues and cups - Includes oversight of fixtures and registration activities - Shared Responsibility for the growth of the game within the adult sections of clubs	Men's Committee - Registration & Fixtures - Development of the sport within clubs
Youth Sections	Youth (Junior Clubs, Secondary and Primary School) competitions - Represents the 8 competition sub-committees responsible for the day to day running of leagues and cups - Responsible for the growth of the game within junior age sections (Clubs, Schools)	- Clubs: Junior Age Boys, Girls & South East - Primary Schools: Boys & Girls - Secondary Schools: Boys, Girls & South East
<b>Development</b>		
Coaching	- Coach Education and Development across clubs, youth sections and inter-provincials - Supporting and ensuring plans in place for the ongoing development of coaches within Leinster Hockey - Establish and maintain close links to Hockey Ireland coaching group	To be set up with representatives from Clubs, Youth and Inter-Provincials
Umpires & Officials	- Maintain links with Hockey Ireland (HI), Irish Hockey Umpires Association (IHUA) and Leinster Hockey Umpires Association (LHUA) to ensure alignment with strategic direction of LHA - Establish and ensure active management of plans to develop umpires and officials for the game in Leinster, including a youth umpire development programme	To be set up with representatives from Clubs, Youth and LHUA and/or IHUA
Club Development & Special Projects	- General development of clubs and the sport - Maintaining links with sub-sections of Leinster Hockey not represented by other areas (e.g. Masters, Vets, Indoor) - Rolling out Club Mark - Supporting clubs to grow their own structures	
<b>HP / Player Development</b>		
Inter-Provincials	- LHA representative Teams who participate in Training Matches and Tournaments throughout the year, including the annual inter-provincial events in the autumn, and tournaments in the spring - Development of Junior Age Group Players and the player development pathway - Preparation of teams at junior age group level (Under 16, 18 & 21) and Junior (Division 2 & below) - Shared responsibility for the development of coaches and management teams for high performance (ref Coaching)	Advisory Group to be set up to comprise - High Performance Coaching Group representative - Head Coaches at U18/21 - Junior/Youth section representative - Ladies/Men's section representative

# LHA Board of Directors and Areas of Responsibility

Board Roles & Responsibilities				Administration / Support
Executive Board Members	<p><b>Chair</b> Vacancy</p> <p><b>Honorary Secretary</b> Vacancy</p> <p><b>Treasurer</b> Amy Armstrong</p> <p><b>Marketing / Communications / PR</b> Vacancy</p>			<p><b>LHA Administrator – Executive Officer</b> Claire Kelly</p>
Competitions	<p><b>Ladies Section</b> Sarah O'Connor</p> <p>Julie Watchorn</p> <ul style="list-style-type: none"> <li>Ladies Leagues</li> <li>Sunday Leagues</li> <li>Ladies Cups</li> </ul>			<p>Ladies Section Committee</p> <p>Mens Section Committee</p> <p>Committees x 7</p> <p><b>Youth Administrator</b> Leah Spillane</p>
	<p><b>Mens Section</b> David McNerney</p> <ul style="list-style-type: none"> <li>Mens Leagues</li> <li>Mens Cups</li> </ul>			
	<p><b>Youth Sections</b> Mandy Hollwey</p> <ul style="list-style-type: none"> <li><b>Club:</b> Boys &amp; Girls</li> <li><b>Primary Schools:</b> Boys &amp; Girls</li> <li><b>Secondary Schools:</b> Boys, Girls &amp; SEast</li> </ul>			
Inter-Provincials	<p><b>Inter-Provincials</b> Ann Ronan</p> <ul style="list-style-type: none"> <li>Under 16, 18 &amp; 21,</li> <li>Junior (Div2 and below Adults)</li> <li>Training / Test Matches</li> <li>Inter-Pros</li> <li>Tournaments</li> </ul>	<ul style="list-style-type: none"> <li>Senior (EYHL/Div1)</li> <li>Masters?</li> <li>Vets?</li> <li>Para?</li> </ul>		<p>Advisory Group (Section reps, Coaches)</p> <p>HI Inter-Pro WG</p> <p><b>Prog Administrator</b> Vacancy</p> <p>HI Coaching Group</p>
Coaching	<p><b>Development Coaches &amp; Coaching</b> Vacancy</p> <p>Dónal Doyle</p> <ul style="list-style-type: none"> <li>Club Coaches</li> <li>School Coaches</li> <li>Young Coaches / Youth Leaders</li> <li>High Performance Coaches</li> <li>I-Pro Team Coaches</li> <li>I-Pro Team Managers</li> </ul>	<p><b>Courses</b></p> <ul style="list-style-type: none"> <li>HI Fundamentals</li> <li>HI Level 1</li> <li>HI Stepping Stones</li> <li>HI Level 2</li> <li>EHF / FIH / HI Level 3</li> </ul>		
Umpiring	<p><b>Development Umpires &amp; Officials</b> Vacancy</p> <ul style="list-style-type: none"> <li>Club Umpire Development</li> <li>Leagues/Cups</li> <li>Tournaments</li> <li>Development Games</li> </ul>	<p><b>Courses</b></p> <ul style="list-style-type: none"> <li>Hockey Ireland?</li> <li>IHUA ??</li> <li>LHUA ??</li> <li>HI Young Umpires</li> </ul>		
Grow the Game	<p><b>Development General &amp; Special Projects</b> Vacancy</p> <ul style="list-style-type: none"> <li>Indoor</li> <li>Masters</li> <li>Para /</li> <li>Vets</li> <li>???</li> </ul>	<p><b>HI Clubmark</b></p> <ul style="list-style-type: none"> <li>Structures &amp; Governance</li> <li>Sponsorship &amp; Fundraising</li> <li>Recruiting Volunteers</li> <li>Planning for the future</li> </ul>	<p><b>Game Structures</b></p> <ul style="list-style-type: none"> <li>Fun 4s / Super 6s</li> <li>8-A-Sides</li> <li>11-A-Sides</li> <li>Tricks 4 Sticks</li> </ul>	<p>HI Regional Devt Officer Kenny Carroll</p>
LEGEND	<p>Voluntary Position/Group</p> <p>Hockey Ireland Role / Function</p> <p>Paid Position</p> <p>Paid Vacancy</p> <p>To be ... confirmed / established</p>			