



GEELONG HOCKEY ASSOCIATION  
INC.

2019-2020

ANNUAL REPORT

## **Hockey Geelong Mission Statement**

**“To be a successful,  
respected and  
leading Association  
in the sport of  
hockey”**

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Office Bearers 2019 - 2016		

Cover Design Emmaline Shand

# Office Bearers 2019-2020

## Executive Committee

<b>President:</b>	Alan Climpson
<b>Senior Vice president:</b>	Terry Moore
<b>Junior Vice president:</b>	Vacant
<b>Secretary:</b>	Peter Stuart
<b>Treasurer:</b>	Ian Sayers
<b>Assistant Treasurer:</b>	Joe Crosbie
<b>Committee:</b>	Pam Sutton Geoff Carlisle Emmaline Shand Stuart Lucas

<b>Minutes Secretary &amp; Website</b>	Claire Barnes
<b>Match committee convenor</b>	Alan Climpson

### Other positions

<b>Disputes committee</b>	Alan Climpson
<b>Grounds</b>	Gordon Burns
<b>Auditor</b>	Carl Nunan Business Associates
<b>Public Officer</b>	Peter Stuart
<b>Representative Teams – Junior</b>	Pam Sutton
<b>Representative Teams – Senior</b>	Terry Moore

### Strategic Plan Leads

Membership	Peter Stuart - 2 meetings
Facilities	Alan Climpson - yet to meet
Communications	Claire Barnes – very active
Succession	Emmaline Shand - in progress
Community	Emmaline Shand - in progress
Grants and Fundraising	Vacant

## **Life Members**

<b>Recipient</b>	<b>Year Awarded</b>
Jan Adams	1989
Alan Barnes (deceased)	1989
Claire Barnes	1989
Joy Bromley	1989
Ronda Collings (deceased)	1989
Jean Jansen	1989
Clarrie Love (deceased)	1989
Lyn Tout	1989
Sheryl Mackie	1989
Margaret Murray (deceased)	1989
Jim Urquhart (deceased)	1989
Debbie O'Shannessy	1989
Noel Patchett	1989
Helen Sandwith	1989
Jim Kirk	1990
Ian Sayers	1990
John Stephenson (deceased)	1994
David Burns (deceased)	2007
Lynette Williams	2007
Peter Kolsch (deceased)	2007
Peter O'Reilly	2007
Graeme Dent	2008
Gillian Armstead	2008
Charlie Martin	2008
Brett Bingham	2009
Peter Climpson	2009
Rick Burns	2011
Greg Stephenson	2012
David Fitzgerald	2013
Alan Climpson	2013
Terry Moore	2014
Kelli Caldow	2016
Wendy Climpson	2016
Leanne Basham	2017
Rachael Frost	2017
Shane Walters	2018
Scott Walters	2018
Lisa Walters	2019

## President's Report

Welcome to the 2020 Hockey Geelong Annual General Meeting (AGM). Firstly, I hope this report finds all of members safe and well. It has been a difficult year for us all both on and off the hockey pitch.

I want to take this opportunity to thank all the clubs administrators and players who have continued to support the Association during this current pandemic. It has been very heartening to the committee the level of support we received during times, when we had to make some tough decisions that affected everyone. These decisions were always driven by the one fact that we have the health and wellbeing of all of our members as our default in regards to getting back to playing the sport we all love. I would like to thank all of the committee who continued to turn up for our monthly meetings full of optimism and a positive attitude. We have continued to run the association as best we can without the normal income streams. This proved to be both challenging and rewarding, but could not have been achieved without some tough decisions being made and the support of the governments financial packages. I also appreciate and understand that the clubs have had a tough time as well. I will take this opportunity to ask all players past and present, when we can come to the restart the game, we will need everyone to turn up for the 2021 season. Both the Association and affiliated clubs will need all the resources that can be summoned to ensure we get our sport up and running and as near to normal as we can.

Therefore, when your clubs ask can you help, please say yes because we **Will** need everyone to turn up ready to go.

We will face ongoing compliance to the COVID situation, and this could entail possibly some modifications to the way we play in the short term.

We mostly want to see families back enjoying themselves at Stead Park and King Lloyd Reserve.

On behalf of the Committee I thank you all for your continued support and really look forward to seeing you at the Hockey in 2021.

*Alan Climpson*

President

## **Secretary's Report**

How quickly time passes. In many ways it does not seem like 12 months since our last AGM. But in so many ways it seems even longer.

The one in one hundred year. The COVID year. 2020. We were not to know at our last AGM, even if we had an inkling about some disease in principally China at that time, the effects we would experience this year.

We were shortly to find out with COVID rearing its head as an issue by mid March. At around that time, and taking into account Club feedback, all training ceased.

From that time to this it has been a roller coaster with enormous numbers of emails and very large amounts of information changing hands.

By May, and after consultation and provision of COVID safe plans to the City of Greater Geelong we were again allowed access to hockey facilities – Stead Park and King Lloyd Reserve. Basically, only for training though. No matches.

July brought some glimmer of hope when we got two rounds of junior matches played. But even this was to be short lived as on 3<sup>rd</sup> August we were again stopped in our tracks.

September 16<sup>th</sup> was the next significant date when restrictions were lifted enough to allow juniors to compete again....but all too late for season 2020.

Now we plan for a summer season with low interest in comparison to other years. And still no advice on when Seniors (over 18) can commence play!!

This has all involved a tremendous amount of effort. From writing and having confirmed COVID safe plans, attaining access to sites that had been shut down by Council, huge volumes of information pushed out directly to Clubs and via a revitalised web site and social media, extra ordinary committee meetings with COVID issues including health, safety and welfare and financial implications as key agenda items.

I know that sounds busy. And believe me it was, is and is expected to be for a while yet.

In our spare time other important initiatives have been commenced, followed up and/or completed.

These include:

- 1) Updating of our Rules to meet liquor licensing requirements and registration of the new Rules with Consumer Affairs Victoria
- 2) A large body of work around liquor licensing including bringing our details up to date with VCGLR and in so doing modernising our liquor license and associated

Red Line (drinking permissible) zones at Stead Park. The license does not meet our desires but our desires are not in line with legislation. We can guess who wins. Nevertheless, it is a significant outcome.

- 3) Commencement of work within the pillars of our strategic plan. This includes membership (2 meetings held), Communication with Claire Barnes taking over from Leo Fitzgerald and doing a fantastic job as COVID unfolded, Emmaline Shand working in the Succession and Community pillars to bring our record keeping up to the minute in terms of “the cloud” .  
As a footnote we should recognise the efforts of Leo Fitzgerald who maintained our website for a number of years but has now obtained full time employment and effectively moved to Melbourne.
- 4) Work by Stuart Lucas, in concert with Emmaline, to modernise our communication structure by shifting us to Google suite for our email and document storage. We will now have a standard system of President, Secretary, Treasurer@ hockeygeelong etc. to allow smooth transition of business critical messages whenever hand overs occur. Previously we were using generally private email boxes. Not a good business solution.
- 5) A major cost saving has been identified in our insurance. For many years GHA has paid a premium for insurance of the building at our facility. In trying to get a better deal (read as lower premium) we discovered from our out of date License that City of Greater Geelong has also paid a premium for the building – presumably under a group cover. We are now trying to determine from which year the City took over this responsibility as we may be able to claim some monies back. In the meantime we have realised a cost saving of approximately \$3000 in our most recent renewal.
- 6) While in our governance pursuit we have also looked at the License under which we have the use of Stead Park hockey facility. In so doing we have determined that our License is more than 12 months out of date – a matter we are following up with City of Greater Geelong (slowly!).

What has been a very slow year for many, if you were focusing on the sport, has been a very busy year for the committee and especially a few individuals who have done a lot of work in the background. Our governance is in a better place and can only get better as more focus is brought on our back of house areas.

And finally well done to the Executive committee, Claire Barnes and Joe Crosbie. You have all been pivotal in getting “across the bridge” that is 2020 and helping us to be in a solid place for what we hope will be a season in 2021.

*Peter Stuart*

Secretary

## GRANTS

The Association has been very fortunate this year to have received the following grants:

Grant	Amount	Provider
Community Sport Sector Short-term Survival Package Rd 1	\$10000	Vic Government
Community Sport Sector Short-term Survival Package Rd 2	\$1000	Vic Government
Third Business Support Fund	\$10000	Vic Government
Grant following BAS Return	\$5000	Federal Government
Job Keeper refunds (March to October)	\$33000	Federal Government

These grants have been more than useful allowing the GHA, with some very prudent management measures, to preserve our capital for high cost projects that will be required in the immediate to near future.

The Job Keeper are not a grant but a reimbursement. They are counted as income with the payments having allowed us to keep out employees "on the books".

It must be acknowledged that these payments are financially neutral as GHA have had to pay incomes prior to claiming refunds via the BAS system.

## **COVID-19 Hockey Victoria information and impact on competitions**

As everybody will be aware COVID-19 had a significant impact on the way people lived and also on the hockey community as well as other sports.

The Geelong Hockey Association Inc, together with Hockey Victoria, Hockey Australia, and the City of Greater Geelong spent many hours working through all the scenarios COVID-19 presented and putting in to place the restrictions that were and still are required. A huge amount of communication has been and still is involved and the people responsible for these changes are to be congratulated on how it was handled and implemented here in Geelong.

Below are a few of the email and documents that have information about the stages of hockey shutdown for COVID-19 and the progress to date.

**12 March 2020**

Dear All Affiliates,

As most other organizations, Hockey Victoria have been keeping abreast of Coronavirus (COVID-19) and monitoring information as it comes to hand from the relevant authorities.

With regard to any changes to Hockey Victoria's programs, competitions, trainings or programs, we will provide guidance and advice on any changes to these as required. This means it is business as usual, however I ask that you please have patience during this time, as we work with relevant stakeholders and experts in determining the most practical steps if and when changes need to be implemented.

We will keep you well informed should any other part of our business be impacted in any way, as we're taking it day-by-day as new information comes to hand.

It goes without saying there is media saturation of Coronavirus at present, and sourcing information from reliable and accurate sources is certainly best practice. Rest assured we are taking every precaution and taking matters seriously. We have provided some links to relevant websites and resources for your reference. We encourage you to share these with your members.

Should you have any concerns, please feel free to contact me on the details below.

Kind Regards,



**25 March 2020**

Good morning All,

This is just a note that following on from the Premier's Statement issued yesterday (attached), Hockey Victoria is seeking further clarifications in regards to what this will mean for hockey activities after 1 June 2020. For example, will we be allowed to have two groups of 20 players per pitch, or will we simply be able to have a large group of up to 20 players training together while still practicing social distancing rules, etc.

As soon as we have further information, we will communicate it to all affiliates. We will also amend the HV Return to Hockey Guidelines to reflect the latest changes which will commence from 1 June.

Until then, please comply with the [current directions](#).

Thanks,  
Sash

**Sash Herceg** | Chief Operating Officer

15 May 2020



## VICSPORT

### COVID-19 Return to Sport Checklist

#### CHECKLIST FOR LOCAL SPORT ASSOCIATIONS/LEAGUES/CLUBS

This Vicsport framework document sets out a range of essential business and operational actions we recommend your Local Association/League/Club undertake when considering your return to sport following the COVID-19 pandemic. It should be considered in conjunction with the *Victorian Community Sport and Recreation Organisations Guidance and Return to Play Template*.

The actions in this document, developed in consultation with Sport and Recreation Victoria, health experts and Victorian sport organisations, should not be taken as legal or financial advice. The information is of a general nature. If required, you should seek your own legal and financial advice when finalising your organisational return to sport strategy.

You should also remain in close contact with your stakeholders while preparing for, and during, your return to sport. These stakeholders – including your administrative staff, officers, members, volunteers and other key stakeholders such as state/local government and sponsor contacts – will be seeking guidance from you on your return to sport plans.

Keep up to date with, and ensure you rely on, official COVID-19 information. Avoid relying on hearsay or rumour:

Agency	Online resource
Australian Government Department of Health	<a href="https://www.health.gov.au/news/health-alerts/novel-coronavirus-2019-ncov-health-alert">https://www.health.gov.au/news/health-alerts/novel-coronavirus-2019-ncov-health-alert</a>
Australian Institute of Sport	<a href="https://ais.gov.au/health-wellbeing/covid-19">https://ais.gov.au/health-wellbeing/covid-19</a>
Australian Health Protection Principal Committee (AHPCC)	<a href="https://www.health.gov.au/committees-and-groups/australian-health-protection-principal-committee-ahppc">https://www.health.gov.au/committees-and-groups/australian-health-protection-principal-committee-ahppc</a>
Victorian Government Department of Health and Human Services	<a href="https://www.dhhs.vic.gov.au/state-emergency">https://www.dhhs.vic.gov.au/state-emergency</a>
VicHealth	<a href="https://www.vichealth.vic.gov.au/">https://www.vichealth.vic.gov.au/</a>
Vicsport	<a href="https://vicsport.com.au/">https://vicsport.com.au/</a>
Local Government Victoria	<a href="https://www.localgovernment.vic.gov.au/">https://www.localgovernment.vic.gov.au/</a>
Other key regulators – e.g., Worksafe Victoria	<a href="https://www.worksafe.vic.gov.au/">https://www.worksafe.vic.gov.au/</a>
<b>1. Strategic Planning</b>	

(a) Conduct a general review of how your organisation operates. Adjust plans and strategy based on changes to your finances and operational needs. When planning, ensure your assumptions are realistic and robust. Ensure they can be easily adapted as conditions change.	<input type="checkbox"/>
(b) Your, League or Association may have to change their season plan. Document multiple ways that your organisation will manage this. (considering eased or tightened Victorian government restricted activity directions and Department of Health advice)	<input type="checkbox"/>
(c) Consider alternative participation formats or rule changes to align with adjusted season dates or changes to COVID-19 health restrictions	<input type="checkbox"/>
(d) Put together a plan for how your organisation will engage with your members (and prospective members) in the current climate and moving forward. Review membership costs based on changes in season length or season cancellation. Consider member concessions for those impacted by financial hardship.	<input type="checkbox"/>
(e) Contact your sponsors and see how they are going. Is there a need to review the arrangement? Discuss different ways to provide them with value, are they open to utilising funds already provided for a different use?	<input type="checkbox"/>
(f) Have you applied for grants that may be available during this time?	<input type="checkbox"/>

<b>2. Financial Planning</b>	
(a) Review your budget and revise forecasts based on likely changes in revenue and expenditures (e.g., member fee refunds/reductions, changes in sponsorship, loss of social functions, fundraising etc)	<input type="checkbox"/>
(b) Update financial records and follow up those who currently owe your organisation money. Be flexible where possible and consider options like negotiating payment plans.	<input type="checkbox"/>
(c) Renegotiate supply costs and other expenses where possible (e.g., insurance premiums, lease costs, venue hire fees, bank payments, refund of liquor licence fees already paid for 2020)	<input type="checkbox"/>
(d) Have you applied for all available funding support, such as JobKeeper, cash flow support?	<input type="checkbox"/>
(e) Have you applied for grants that may be available during this time?	<input type="checkbox"/>
(f) Make sure your organisation is still financially viable. Do you have enough money to pay your bills? Obtain legal and financial advice if you have concerns.	<input type="checkbox"/>

<b>3. Compliance</b>	
(a) Have you reviewed your constitution and related legal requirements to make your organisation is conducting Annual General Meetings, Club Meetings line with applicable rules?	<input type="checkbox"/>
(b) Check that no licences or leases need to be updated or renewed– e.g., liquor licensing/Responsible Serving of Alcohol, child safe standards and working with children requirements.	<input type="checkbox"/>
(c) Review committee policies to ensure they are current and still fit for purpose	<input type="checkbox"/>
(d) Ensure all financial reporting requirements are met. Has the annual financial statement been lodged with Consumer Affairs Victoria? If there are any paid staff or the organisation reports for GST purposes ensure PAYG and superannuation for staff, BAS payments and payroll requirements for JobKeeper payments are up to date.	<input type="checkbox"/>
(e) Ensure your Return to Sport protocols are in line with your State Association, do not contravene Commonwealth or State legal requirements and align with the Victorian Community Sport and Recreation Organisations Guidance and Return to Play Template.	<input type="checkbox"/>
<b>4. Stakeholders</b>	
(a) Have you been in regular contact with members/participants and provided them with information updates and details of any other ongoing member benefits??	<input type="checkbox"/>
(b) Have you received relevant information from your State Association on Return to Sport plans and communicated those to members/participants?	<input type="checkbox"/>
(c) Have you had regular contact with your staff (if any) and volunteers including coaches, officials, sports trainers, team managers etc.?	<input type="checkbox"/>
(d) Have you identified your key contacts within your State Association or League, other clubs, especially clubs that are your co-tenants. Ensure you communicate with them regularly and share relevant information.	<input type="checkbox"/>
(e) Keep in regular contact with your local government authority (LGA) and provide regular updates around your Return to Sport plan.	<input type="checkbox"/>
(f) Speak with your sponsors about how you can support them and provide value wherever possible.	<input type="checkbox"/>

<b>5. Health and Safety</b>
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(a) Ensure the resumption of your sporting activities in Victoria occurs only when allowed by federal/state public health and restricted activity laws	<input type="checkbox"/>
(b) Understand your State or National bodies risk management strategy around the further suspension of your sport (e.g., due to localised outbreak of infection at a local sporting club or a positive test at your club).	<input type="checkbox"/>
(c) Ensure that you have access to a Game Day Checklist updated for COVID-19 considerations and it is followed to manage game day operations. Contact your State, association or league if you do not.	<input type="checkbox"/>
<p>(d) Implement infection control and hygiene measures developed by your State or National body which might include:</p> <ul style="list-style-type: none"> <li>• Health/medical clearances for participants to resume training/playing</li> <li>• Waivers/declarations of fitness to play</li> <li>• At venue temperature screening, swab testing, recommended use of COVID Safe mobile app</li> <li>• Cleaning and physical distancing protocols</li> <li>• Plan for management of high-risk groups and symptomatic participants</li> <li>• Equipment safety and hygiene protocols</li> <li>• Specific requirements for coaches, trainers and officials</li> </ul> <p>Refer to the Victorian Community Sport and Recreation Organisations Guidance and Return to Play Template and your SSA for specific guidance.</p>	<input type="checkbox"/>
(e) The COVID-19 period is stressful and affecting individuals mental health. Do you know how to gain access to mental health support for participants, staff and volunteers? Speak with your State Association or league if you require assistance.	<input type="checkbox"/>

<b>6. Risk Management</b>	
(a) Confirm that your insurance policies are up-to-date for the new environment – ensure all relevant consents are obtained, clarify what is covered and any exclusions caused by COVID-19	<input type="checkbox"/>
(b) Ensure your organisation has undertaken (or updated) a review of risks it may face due to COVID-19. Documented these risks and how your organisation will address them in a Risk Register. Your organisational Risk Management Policy should also be reviewed or developed if you do not have one.	<input type="checkbox"/>
(c) Has your organisation considered what it will do in a crisis management situation? Put a plan in place and work through it, reviewing and testing where possible. How will your organisation continue to operate?	<input type="checkbox"/>
(d)	<input type="checkbox"/>

<b>7. Human Resources</b>	
(a) Support your volunteers as you return to your sport. Provide an induction on safe COVID-19 practices	<input type="checkbox"/>
(b) Check that required training certification is current, including sports trainer certification and coaching accreditation etc.	<input type="checkbox"/>
(c) Ensure your staff or volunteer working conditions do not contravene Commonwealth or State legal requirements	<input type="checkbox"/>
(d) Get your volunteers involved by working together to determine and agree on how things will be done, especially any new ways of working, for e.g. on-line meetings.	<input type="checkbox"/>

<b>8. Facilities</b>	
(a) Ensure facilities continue to comply with health and safety legal requirements	<input type="checkbox"/>
(b) Check facility availability. Speak with others who share your facility and the facility manager to help manage season creep (if applicable) and, for winter sports, any potential cross over with summer sport.	<input type="checkbox"/>
(c) Double-check any venue bookings required for events	<input type="checkbox"/>
(d) Engage with landlord/local council to ensure venue availability and any potential for reduction in lease, rental or booking fees	<input type="checkbox"/>
(e) Implement any modifications required (as determined by your State or National body in consultation with medical experts) to club management practices including: <ul style="list-style-type: none"> <li>• Restrictions on the use of facilities such as clubrooms, canteens, toilets or changerooms</li> <li>• Assessment of dimensions of club facilities and implementation of physical distancing measures within those spaces (e.g., limits on number of persons in a space at any one time)</li> </ul>	<input type="checkbox"/>

If you have any general questions regarding return to sport, contact your State Association or Vicsport on (03) 9698 8100 or [lisah@vicsport.com.au](mailto:lisah@vicsport.com.au).

**9 July 2020**

Dear Presidents & Secretaries,

As many of you would be aware, the Victorian Government has announced that Stage 3 "Stay at Home" restrictions will be reinstated from 11:59pm on Wednesday 8 July in metropolitan Melbourne or the Shire of Mitchell. While this is clearly a very disappointing news for many of us, it is unfortunately a necessary step to look after the health and safety of all Victorians. What does this mean for in metropolitan Melbourne and the Shire of Mitchell? From 11:59pm Wednesday 8 July 2020 if you live in metropolitan Melbourne or the Shire of Mitchell the following activities will be restricted:

- Community sport training and competition cannot occur within metropolitan Melbourne and Mitchell Shire.
- If you live in metropolitan Melbourne and Mitchell Shire, you cannot attend or participate in community sport elsewhere.
- People aged 18 years and younger are not exempt from this restriction
- You can only exercise or undertake sporting activities outside with one other person or household members. You must be able to keep 1.5 metres distance between yourself and others.
- Indoor sports centres including gyms, training facilities and pools will be closed.
- Some outdoor sport facilities will be closed.
- Personal training outdoors can occur but with a limit of two participants, in addition to the instructor.
- Swimming pools will be closed. What does this mean for the rest of Victoria? For physical recreational facilities:
  - Outdoor and indoor sports venues and physical recreational facilities (for example, gyms, health clubs, class-based fitness studios, dance studios and personal training facilities) can open.
  - Communal facilities, such as clubrooms and change rooms, can now open for indoor and outdoor sport venues applying the four-square metre rule to each enclosed space. Signage must be displayed at the entry to each indoor space outlining the maximum number of people allowed at a single time.
  - Sporting clubs that operate a restaurant, café or canteen within its facility may reopen with take-away and limited dine-in arrangements, provided it strictly adheres to the restrictions on hospitality venues including up to 20 patrons per enclosed space and in groups of up to 10, subject to the four-square metre rule.

For organised community sport activities:

- Organised non-contact training and competition are allowed for all age groups where participants can stay 1.5 metres apart.
- For people aged 18 years and under, full-contact community sport training and competition may resume.
- For organised community sport, both indoors and outdoors, the minimum number participants required to conduct the sport should participate in the activity. The rules of the sport governing body (e.g. the State Sporting Association) determine the number that can participate (ie. the number who would normally be involved in a match or training,

including players on the field/court and allowed substitutes). This applies even if it exceeds the density quotient or group limit on the venue.

- For example, 20 players for a game of basketball or 26 players for a game of water polo. Please note, that as these activities are considered contact-sport, only those aged 18 or under can participate.

- Spectators for outdoor training and competitions must abide by gathering restrictions – spectators should be in groups of no more than 10 and spread out around the ground or venue. The group of 10 does not include those necessary for the activity to occur, such as the umpire or trainer and a parent or carer supporting a person with a disability to participate.

- From mid-July – subject to the advice of Victoria’s Chief Health Officer and the continued management of the spread of coronavirus (COVID-19), adults can resume full-contact training from 13 July and full-contact competition from 20 July. Management are attending a meeting with Sport and Recreation Victoria today, Thursday 9 July, and hope to have further clarity on community sport in regional Victoria. Once we have received further clarity, the HV Return to Play Guidelines will be updated for regional associations and will be distributed directly to the Associations. In the meantime, if you have any questions please do not hesitate to contact me directly.

Kind Regards,

**Sash Herceg** | Chief Operating Officer

**3 August 2020**

Good morning All,

As most of you would be aware, the Premier announced further restrictions for the whole of Victoria yesterday. Please see attached the Premier's Statements relating to both Regional Victoria and metropolitan Melbourne.

**The announcement effectively means that all community hockey activities across the whole State will need to be stopped until further notice.**

Key Points:

- From 6pm Sunday 2 August, Melbourne will move to Stage 4 restrictions with stronger rules to limit the movement of people – and limit the spread of this virus across Melbourne.
- That includes a curfew from 8pm to 5am. The only reasons to leave home during these hours will be work, medical care and caregiving.
- From 11:59pm on Wednesday, regional Victoria will return to Stage 3 "Stay at Home" restrictions.
- That means there'll again only be four reasons to be out: shopping for food and essential items. Care and caregiving. Daily exercise. Work and study – if you can't do it from home.

HV Management will reassess the situation and plan to arrange a meeting for all affiliates once we have further details to share. Until then, please don't hesitate to contact Andrew or myself if you have any questions.

And lastly, a big thank you to the regional associations that did manage to play some hockey over the past two weeks – it's been inspirational to see your juniors get out and enjoy the game they love.

Stay safe.

Regards,

**Sash Herceg** | Chief Operating Officer

## 22 October 2020

Please see attached the updated version of the HV Return to Hockey Guidelines. This document will be distributed via Hock-e-comms today also. For clarity, community sport is **not allowed** in Melbourne as at 22 October 2020

Key points to note:

- 'Participant bubble' concept –try to keep teams and coaches together for training and matches, with SRV providing advice that players should only play for a single team and that coaches should only coach a single team to prevent any potential cross-infection among different teams.
- Face Masks are compulsory when off the pitch.
- Reduction in the number of participants per group for training purposes to 15
- Increase to three zones on the pitch
- Introduction of COVIDSafe Principles

I have had a couple of specific questions sent to me recently, which can be found below together with the responses verified by the SRV team.

1. Players can't double up and play a second game for another team in the next time slot?

Correct. HV recommends that each player should only participate in one match per day. Ideally, all players train and play with a single team only.

2. Coaches can't double up and coach a second team in the next time slot?

Correct. As above.

3. Are individuals permitted to umpire one game, maintaining distance from the participants, and then play the next game with another team/ group of players?

Yes, this is allowed with greater focus placed on hygiene and wearing of face masks by all players and coaches when off the field.

4. Are spectators permitted at all? If they maintain social distancing and only gather in household bubble of 2 households?

Spectators are allowed if they are supervising children or supporting players with additional needs, while maintain gathering limits of less than ten people. My understanding is that the 10 people can be from more than 2 households. There can be multiple groups of spectators of up to 10 people, as long as they maintain physical distancing rules and wear a fitted face mask. As a general rule, thou, avoid having spectators where possible.

5. Are clubs required to record the details of all who enter the venue - players and spectators?

Yes. All venues and clubs/teams must keep records of every person who attends the venue/facility or participates in community sport and recreation.

Please let me know if you have any questions about the updated Guidelines.

It is fair to say that the restrictions may be further eased this Sunday. If this is the case, I will update the Guidelines at the earliest opportunity and will distribute the updated document to the affiliates.

All the best,  
Sash

**Sash Herceg** | Chief Operating Officer

## **22 October 2020**

Good Morning All,  
From 11:59 pm on 27 October 2020, changes are being made to restrictions in metropolitan Melbourne. Read the [Statement from the Premier](#) for more details.

In terms of outdoor Community Sport, this means that the same restrictions apply to Metropolitan Melbourne and Regional Victoria. The updated HV Return to Hockey Guidelines are attached.

Please note the following:

- No change to Regional Victoria in regards to Community Sport (no updates since the last version of the document dated 22 October)
- All venues and facilities **must have a COVIDSafe** Plan (see [this link](#) for more information and templates).
- The concept of a “bubble” has been highlighted by the SRV when considering delivery of hockey activities. Affiliates are encouraged to keep their teams and coaches together for training and junior matches, with SRV providing advice that junior players should only play for a single team and that coaches should only coach a single team to prevent any potential cross-infection among different teams.
- All venues and clubs/teams must keep records of every person who attends the venue/facility or participates in community sport and recreation.
- Please ensure you have your venue owner’s (i.e. local council or a school) permission to use the facility.

Please contact me if you require any additional information.

Regards,  
Sash

**Sash Herceg** | Chief Operating Officer

# COVID-19 *UPDATES*



The Board and Management of Hockey Victoria (HV) are committed to enabling a safe, enjoyable and successful Hockey activities in 2020 where safe and possible in accordance with the restrictions. To help us get back on the hockey pitch in accordance with the State Government direction, we have been liaising with the Sport & Recreation Victoria (SRV) and utilising The AIS Framework for Rebooting Sport in a Covid-19 Environment principles to develop the Return to Hockey Guidelines (the Guidelines). As the Guidelines will continue to evolve relying on updated direction by relevant authorities, HV will state the date of when the document was last updated and version number in the footer of the document.

In the event there are changes which will have a material impact on our affiliates' guidelines or operations, HV will highlight these changes in a summary document and distribute to the affiliates via Hock-e-comms and by updating the relevant information on the HV website. In some instances, HV will send the information directly to the affiliates and repeat the information in Hock-e-comms.

The Guidelines, in addition to general hygiene advice, will cover advice on movement of people in and out of hockey facilities, hockey activities, use of equipment and communication as they relate to the current restriction level.

View the latest Return to Hockey guidelines (**Version B.10 Released on 28 October, 2020**) below:

# **Treasurer's Report**

## **THE GEELONG HOCKEY ASSOCIATION Inc. THE TREASURER'S REPORT 2019-2020**

Despite the impact on the Association from COVID-19 there has been ongoing financial commitments.

Together Joe Crosbie and Ian Sayers have met the association financial commitments as Treasurer and Assistant Treasurer.

Thanks go to Gordon Burns for keeping accurate records for the hire of the facilities and Joyce Climpson for running the canteen.

The Association has been the recipient of two grants ; the Victorian Government for \$11,000 and the Federal Government for \$15,000 as compensation for the impact of COVID-19.

Financial details commence on 48

*Joe Crosbie and Ian Sayers*

Treasurer and Assistant Treasurer.

## Grounds and Safety

### Facility improvements in 2020

Words cannot begin to thank John Zele and his staff at Palm Life for the extremely generous donation of the garden area with a variety of plants, trees and fittings including the huge shark and signage at the North end of Pitch 1. This area was designated for a garden but nothing like John and his team have installed. It was an edged garden bed full of weeds prior to this installation.



Before work commenced on the garden.





## **Grounds and Safety**

### **Facility maintenance**

Thanks to Gordon Burns for maintaining the facility and lawn areas. Gordon ensures the grassed areas are sprayed to keep them weed free and mown regular. Minor facility antennae is undertaken by Gordon and eh does a tremendous job keeping the club rooms looking in good condition.

COVID-19 has imposed a lot of additional restrictions on the facility including barriers, sanitisation stations, room closures and signage that Gordon has also been involved in installing and maintaining.

## **Canteen Operations**

2019 summer competition provided some work in the canteen for myself and Gordon. COVID-19 has impacted significantly on the Association as you are all aware and therefore, there is very little to report on canteen activities for this financial year.

Despite this I would still like to thank the executive for their continued support of the canteen.

I look forward to a seemingly normal junior and senior shortened version of Summer hockey and anticipate another good Winter competition in 2021.

In finishing I look forward to the new challenges 2021 will bring and we will continue to deliver the food that our members have come to expect from the canteen.

If you have any suggestions on how we can deliver additional new items or alternatives, feel free to come and have a chat, I am always open to realistic suggestions.

*Joyce Climpson*

Canteen Manager

## **Participating Clubs Winter 2020**

Geelong Jaguar's Hockey Club  
Geelong Saints Hockey Club  
Golden Plains Hockey Club  
Kardinia International College  
Newtown City Hockey Club  
Torquay Hockey Club

## **President's Trophy**

Not awarded 2020

## **Life Membership Awards**

None awarded 2020

## **Hall of Fame Inductees**

None awarded 2020

## **Most Improved Umpire Award**

No competition 2020

# Match Committee

## Winter Competition 2020

The 2020 Winter hockey season proved to be one which won't be forgotten, impacted as it was by the COVID-19 pandemic.

Clubs and teams began pre-season training in March with the expectation that the season would begin in mid-April. However, the advent of the pandemic forced the cancellation of training sessions after only a few weeks.

Players and officials remained on tenterhooks for the next few months, always hoping for a return to the field. At last it seemed that the situation had improved, and clubs were able to return to training (non-contact at first) in early June.

Health and government guidelines allowed a return to full contact games for junior players, and we began the season on July 18, with high hopes for the successful completion of a slightly shorter season.

As might be expected, the number of team entries received was reduced in both junior and senior competitions. The influence of the pandemic and the associated restrictions which occurred just as clubs were ramping up their Hookin2Hockey and other recruiting programs had a significant effect on the recruitment of new members and on team entries.

As the Hockey Victoria metropolitan season was cancelled for all teams, the Hockey Geelong Sharks U14 boys team was entered in the Geelong Hockey Association U14 competition. Some local rules were introduced for this unusual season to allow players to compete both for their local team as well as for the Sharks team.

Unfortunately, the junior competitions managed to complete only 2 rounds before COVID-19 restrictions forced the cancellation of the season. The senior teams didn't manage to get a competition started at all, to the disappointment of many.

	2012	2013	2014	2015	2016	2017	2018	2019	2020
Under 8	7	7	10	13	13	11	10	7	5
Under 11/U10	7	6	7	7	12	6	8	6	6
Under 13/ U12	6	8	9	8	7	8	9	7	6
Under 15/ U14	6	7	6	8	6	6	7	6	7
Under 17	4	6	5	5	5	5	4	5	5
Total	31	35	38	41	43	36	38	31	29

	2012	2013	2014	2015	2016	2017	2018	2019	2020
<b>Clubs with junior teams</b>	6	7	7	8	8	7	8	8	6
Division 1 Men	3	5	5	4	6	7	6	3 (4)	3
Division 1 Women	4	4	6	6	6	5	4	4	4
Division 2 Men	7	5	8	10	7	6	6	8	5
Division 2 Women	4	5	7	7	4	6	6	6	5
Total Senior	18	19	26	27	23	24	22	21	17
Clubs with senior teams	5	6	7	7	7	7	6	6	5
Total teams	49	54	64	68	66	60	60	52	46
Total no. of clubs	7	8	9	9	9	9	9	9	7

**Match Committee:**

- Chairperson Alan Climpson
- Senior Competition Registrar Wendy Climpson
- Junior Competition Registrar Claire Barnes
- Committee members Jesse Pearce, Gillian Armstead

**Umpires Committee:**

- Co-ordinator Andrew Crowley
- Umpire Tutor/ Supervisor Tom Molyneux
- Senior Umpire Roster Co-ordinator Wendy Climpson

**U12 Girls**

The girls only program which was commenced in 2018 was in recession for 2020 but will be reactivated in 2021.

*Claire Barnes*

**Match Committee Chairperson**

# Match Committee

## Summer Competition 2019/2020

Summer hockey competitions allow clubs and players to maintain a connection with friends during the 'off-season', with a more social focus.

The more relaxed focus and the modified rules encourage new players to try the sport, and there are many players who play their primary sport during winter but return to play hockey each summer.

Competition among sports for participants and the push to increase participation numbers in order to secure funding from government and outside sources means that all these participants are very welcome. Clubs are encouraged to continue their promotion and recruitment activities for both winter and summer seasons.

Competition	2015/2016 Teams	2016/2017 Teams	2017/2018 Teams	2018/2019 Teams	2019/2020 Teams
Under 8 Mixed		4	2	1	0
Under 10 /Under 11 Mixed	5	8	6	5	4
Under 12 / Under 13 Mixed	5	7	8	6	5
Under 14 / Under 15 Mixed	10	5	6	8	5
Under 17 Mixed	7	4	4	4	6
Senior Mixed	15	17	15	18	13
Masters Mixed	4	4	4	4	4
Friday Family	11	12	7	6	4
Total teams	57	61	52	52	41

Thanks to the Summer Competition Convenors who kept things running smoothly.

- Junior competition Claire Barnes
- Senior Mixed competition Jesse Pearce
- Masters Mixed competition Claire Barnes
- Friday Family competition Alan Climpson and Rachel Shanks

*Claire Barnes*

**Match Committee Chairperson**

## Club Reports



### NEWTOWN CITY HOCKEY CLUB INC.

It was a very memorable and very unusual 2020 hockey season – memorable not so much for onfield performances but because we achieved a season at all in the period of the COVID-19 pandemic.

Thanks to all the members of the Newtown City Hockey Club, who contributed to the 2020 year, with many contributions and much work behind the scenes to keep our members engaged and playing when possible.

Despite this shortened winter season, we can still mention some highlights of the 2019/2020 year:

- Continuing participation in most divisions of the Geelong Hockey Association competition, with 14 teams, from U8 through to senior men and women.
- Continuing efforts to promote hockey and recruit new members, with visits to 7 primary schools to conduct hockey programs and promote hockey. This involved 6 members, 86 hours and over 900 children before the forced cancellation of all such programs.
- Conducted an extremely successful Hookin2Hockey program in conjunction with Hockey Australia, with 77 participants based at Chilwell Primary School. 26 club members contributed their time to this program.
- Members assisted in conducting hockey clinics in local primary schools on behalf of other Geelong Hockey Association clubs. Particular thanks to Deb Barnett in this respect.
- A Hookin2Hockey program was conducted at Lloyd Reserve but cancellation of these programs was forced by the pandemic.
- Despite the significant impact of the pandemic, the Club welcomed 37 new members during the 2019/2020 season.
- The Club continues to support hockey by providing umpires for junior and senior matches, with 15 members available to umpire.
- Thanks to Peter Stuart, Joe Crosbie, Claire Barnes, who contributed to the administration of hockey in Geelong, either at Executive or at the Competition level.

*Claire Barnes, OAM*

President, Newtown City Hockey Club Inc.

## **Club reports**

Other participating clubs did not provide a report given the COVID-19 situation impinging on their season.

## **John Stephenson Memorial Trophy**

The **John Stephenson** Memorial Trophy is presented on an annual basis to a Junior member from the Hockey Geelong. The Award has been created to perpetuate the memory of John Stephenson and his love of hockey, along with his unselfish commitment to the interest and benefit of Geelong hockey.

### **Details of the Award are:**

The trophy is awarded to one junior member from any age group who demonstrates a variety of qualities and achievements, including dedication, consistent effort and achievement and sportsmanship on and off the field.

### **No award in 2020 due to no Winter competition**

#### **Award recipients**

2019	Tom Charleson
2018	Olivia Jenkins
2017	Gabrielle Sutton
2016	Jonah McKinnon
2015	Sean Fitzgerald
2014	Liam Kerr-Nelson
2013	Luke Hatton
2012	Leo Fitzgerald
2011	Harry Dolenc
2010	Josh Climpson
2009	Liam Williamson
2008	Jackson Moore
2007	Tegan Purser
2006	Max Treloar
2005	Scott O'Reilly
2004	Emmaline Moore
2003	Leigh Niblock
2002	Andrew Taylor
2001	Daniel Taylor
2000	Jay Burns
1999	Lisa Taylor
1998	Jay Burns
1997	Tyson Priddle

## **State and Australian Team Representatives**

COVID-19 impacted on a number of State and National competitions for the year 2020.

**Congratulations to all Hockey Geelong players who represented Victoria and Australia in 2019 and 2020.**

### **2020 HIGHER ACHIEVEMENTS**

Congratulations to the following Geelong players on their selections:

<b>Vic U15 State Indoor Boys</b>	Silver Medalists - Harry Bradbury, Harry Leigh, Kade Leigh
<b>Vic U13 State Indoor Girls</b>	Ellie Samsa
<b>Vic U15 Girls Development Team</b>	Ellie Samsa
<b>Vic U15 State Boys</b>	Kade Leigh, Harry Bradbury
<b>Vic U18 State Girls</b>	Sally Howie
<b>Vic U18 State Boys</b>	Josh D'Arcy, Lachlan D'Arcy
<b>Vic U18 Boys Development Team</b>	Harry Leigh, Brayden Caldow (emergency GK)

Unfortunately, due to COVID-19, only the Indoor Australian Championships were held in 2020, with the rest of the tournaments cancelled.

# Sharks Women Best and Fairest

No awards in 2020 due to no Winter competition

## Murray Medal and Kirk Medal

In 2001 two Perpetual trophies were created by Hockey Geelong's executive committee to be presented to the players voted Best & Fairest from the women's (Murray medal) and men's (Kirk medal) State League teams.

The perpetual trophies were named the Murray Medal and the Kirk Medal. Naming of these two prestigious trophies is dedicated to two Hockey Geelong life members, Margaret Murray and Jim Kirk, who have both made immense contributions to hockey in Geelong and the wider hockey community.

## Past recipients

### Murray Medal Women's Teams

#### Murray Medal

2019	Eliza Flanagan (WPL)
2018	Morgan Gould (WPL)
2017	Eliza Flanagan (WVL1)
2016	Tatiana Rouch (WVL1)
2015	Tatiana Rouch (WVL1)
2014	Emma Hatton (WVL1)
2013	Emma Hatton (WVL1)
2012	Alison Kooloos (SL3)
2011	Alison Kooloos (SL3)
2010	Madison Storr (SL3)
2009	Alison O'Reilly (SL3)
2008	Jay Burns (SL3)
2007	Jay Burns (SL3)
2006	Susan Medley (SL2)
2005	Jay Burns (SL2)
2004	Alison O'Reilly (SL2)
2003	Tracey Brooks (SL2)
2002	Jay Burns (SL2)
2001	Susan Howe (SL3)

# Sharks Men Best and Fairest

## Past Recipients

### Kirk Medal Men's Teams

#### Kirk Medal

2019	Jack Chadwick (MVL1)
2018	Greg Hutchison (MVL1)
2017	Greg Hutchison (MVL1)
2016	Greg Hutchison (MVL1)
2015	Greg Hutchison (MVL1)
2014	William Jackson (MVL1)
2013	Matthew Shuttleworth (UK player)
2012	Andrew Taylor & Mark Hanley
2011	Greg Hutchison & Mark Jackson (SL2)
2010	Greg Hutchison (SL2)
2009	Greg Hutchison (SL3)
2008	Mark Jackson (SL3)
2007	Greg Hutchison (SL2)
2006	Greg Hutchison (SL2)
2005	Simon Babb (SL2)
2004	Darren Dalton (SL3)
2003	Grant Downie (SL2)
2002	Darren Dalton (SL2)
2001	Shane Walters (SL3)

## **Sharks Hockey Victoria Competition**

This year saw our representative teams form a small sub-committee to lead our Sharks into the future.

It comprised myself as Chair, Nette Williams as Secretary, Pam Sutton as junior co-ordinator together with Rachael Frost, Scott Cullen and Andie Hatton. We decided that the Rep teams were now going to be formally known as “Sharks” to distinguish ourselves in the HV competition and to avoid any confusion locally.

Paul Schram was re-appointed Men’s coach with Scott Cullen as assistant and they commenced an early pre-season that was well attended. Glen O’Shannessy and Steve Canton took on the role of Reserves men’s coach and assistant respectively.

Shannon Leigh was appointed Women’s coach with Danita Hall as Assistant coach who also commenced pre-season but unfortunately numbers were a bit down. Kellie Caldwell and Gillian Armstead took on the role of Reserves women’s coach and assistant respectively.

The Sharks committee then set about forming smaller sub-committee’s to give the players some ownership of the Sharks and these were filled by players. These committee’s were groups such as Sponsorship, Fundraising, Players Welfare etc. The aim was to make the “Sharks” stand alone almost as their own club.

Then COVID-19 hit and things changed dramatically. You are all aware of what happened and I won’t bore anyone with going over the trials and tribulations of what effect COVID had on the season.

I would like to thank all those involved who continued to try and make something of this season and believe we are well placed to get things moving ready for Season 2021.

One thing I must mention is the amazing work done by John Zele of PalmLife who generously donated the landscaping works at the Northern end of pitch 1. It certainly transformed the grounds and looks fantastic. It was topped off by the brilliant Shark sculpture that now has pride of place at Stead Park (Shark Park). It is an area that all players and spectators can enjoy and thanks John and your team.

Let’s hope that Season 2021 gets going and life (or Hockey) as we know it gets back to normality.

*Terry Moore*  
Sharks Chairman

## **Sharks Sponsors**

The Sharks group would like to take this opportunity to thank the sponsors listed below. Despite the Hockey Victoria 2020 Winter competition cancellation, these sponsors supported the Sharks financially, with little return for their support, this season. The Sharks trained for a number of weeks in the pre-season, leading up to the potential season and practice matches, which incurred pitch hire and equipment costs for 2020.

Palm Life

[Palmlife.com.au](http://Palmlife.com.au)

TDL Precision Orthodontists

[TDL.net.au](http://TDL.net.au)

Elders Insurance

Gavs Signs

[www.gavssigns.com.au](http://www.gavssigns.com.au)

# **Hockey Victoria Competition**

## **Women's Vic League and premier league squad**

### Season Report

We started our pre-season on a really positive note on Saturday 23 November 2019 joining the Men at Stead Park for a session with Matt Bald.

Our pre-season continued through November with some sessions held during the week with just the women's playing group and on the weekend with the men's VL1 squad. The final session before Christmas was Wednesday 18 December 2019. We resumed our sessions after Christmas starting back on 11 January 2020 continuing some sessions with just the women's squad and weekends training with the men. On Saturday 29 February The Sharks hosted a practice match against LaTrobe at Stead Park and there were some very positive signs for the season ahead with some new players amongst the squad.

The 2020 year became more and more of a challenge as the year went on and COVID-19 started to have an impact. Our training sessions were impacted as numbers became restricted and contact training was no longer possible. On the 18 March a decision was made to suspend all training and practice matches due to COVID-19 and the season was in doubt. Thankfully due to some great support from the playing group we managed to get a few sessions happening online through me posting sessions/challenges to be completed plus the group holding team challenges (organised by Olivia McGrane) that were completed individually plus Ali O holding Zoom fitness sessions.

On the 22 May 2020 we were able to return to some small group sessions of 10 people and we continued the Zoom sessions with Ali O. By the 2<sup>nd</sup> June we were back on the pitch although limited with the COVID-19 restrictions to 10 players per half which thankfully pushed out to 20 players. It was like a fresh start and numbers were good and the season start was getting closer however on the 7 July 2020 the lockdown level increased to Stage 3 in Melbourne and this put an end to season 2020. This was our last training session for the Women's VL1 squad in what was looking like a positive year for the group.

There was no leadership group selected for season 2020.

It was to be a building year with a very new and young playing group. After a couple of tough seasons in Premier League the focus was to bring back some enjoyment and build the group to get back to playing at the top level and maintain a spot in Women's Premier League.

We strongly believe Hockey Geelong has a great future and it's so important that we are all pulling in the same direction, as we move forward a few key areas will be

- Develop our junior/younger players to compete at the top level
- Recruiting new players
- Get our fundraising efforts up
- Develop our off-field support such as committee
- Most importantly we must develop a club culture and environment that is supportive, inclusive, challenging and most of all, enjoyable

Results: Obviously nothing to report.

Big thank you to:

- Danita Hall for being the assistant coach.
- Kelli Caldow & Gillian Armistead for coaching the Reserves.
- Hockey Geelong Rep Committee for your ongoing support.
- that is supportive, inclusive, challenging and most of all, enjoyable

*Shannon Leigh*

Head Coach, Women's Vic League 1

# Hockey Victoria Competition

## Men's Vic League and premier league squad



### Hockey Geelong Season 2020 Men's Section Report

Pre-season 2020 commenced on the 19<sup>th</sup> November 2019 with an enthusiastic group ready to go one better through the 2020 season. Little did we know at the time that this pre-season would continue for 27 weeks through to 6<sup>th</sup> July 2020 where we concluded this strange season.

Throughout the time we were developing an even stronger playing list welcoming the inclusion of Jayden Gulson (NW Lightening VL1) and Cale Rout (Altona PL) to the Sharks squad. We were training hard under the guidance of fitness guru Matt Bald with all looking fitter and stronger heading into our practice matches.

We managed to play a couple of practice games against Melbourne Uni and MCC, we were narrowly beaten by Melbourne Uni and managed to take a win against MCC. Both games were exceptional warm-up games for us to gauge where we were at against quality Premier League Clubs. These games proved to the coaching and playing group that we were heading in the right direction with growth and development already evident from the 2019 season.

It has been an exceptionally hard and frustrating for our playing group in particular who were on the verge of achieving great things in the 2020 Season with promotion to the PL a strong possibility.

With our attention now shifting to the new season and pre-season we do so with a group of players that have stayed with Geelong and have committed to the 2021 season. We have secured a highly motivated coaching group to develop the HG Sharks into a PL quality club. We as a group are looking forward to righting the wrongs of 2019 and achieving the groups goal of a flag in 2021.

*Paul Schram*

Head Coach, Men's Vic League 1

## **Hockey Victoria Competition – Senior**

### **Coaches and managers**

#### **Men**

##### **Vic League 1**

Coach - Paul Schram  
Assistant Coach - Scott Cullen  
Manager - Andie Hatton

##### **Vic League 1 Reserves**

Co- Coaches - Glen O'Shannesy and Steve Canton  
Manager - No appointment

#### **Women**

##### **Women's Premier League**

Coach - Shannon Leigh  
Assistant coach - Danita Hall  
Manager – No appointment

##### **Women's Premier League Reserves**

Coach - Kelli Caldwell  
Assistant coach - Gillian Armstead  
Manager - No Appointment

## **2020 Junior Sharks Representative Teams Report**

While 2020 was the strangest non-season ever due to the COVID-19 pandemic, we took away many positives from the situation.

Trials were held in mid-February with nominee numbers in several squads up on previous years.

U16 Boys had 23 nominees, including 8 new to rep hockey; U16 Girls had 14 nominees (3 new); U14 Boys had 25 nominees (15 new); and U14 Girls had 18 nominees (11 new). With high numbers of U16 boys we felt we could – with the addition of a few more players - enter a team in the Pennant competition. As it has been many seasons that HG last had 2 teams in any age group, it was an exciting prospect and recruiting begun in earnest.

As in the previous 2 years, the unsuccessful U14 boys were invited to join the HG U14 Boys Skills Development Squad – a 6-week program, coached by former Canadian Olympian and coach extraordinaire Deb Barnett, and ending with competing in the HV Junior Country Championships. We were on track to enter the most teams for many years in the JCC, with lots of kids looking forward to playing in the May weekend tournament.

So, pre-season started Tuesday, March 3 and was shaping up nicely with full squads and everyone super pumped and looking forward to starting the 14-round home and away junior rep season on Friday, May 1.

The Junior Goalkeeper program headed by Verity Adams and Arum Hummerston was underway with about 10 goalies from reps and local clubs participating in weekly sessions.

We had also locked in a couple of practice matches and agreed to host a visiting touring New Zealand U18 schoolgirl team from Auckland's Villa Maria College in April.

But, after only a few weeks of training, on Tuesday, March 17 it all came to shuddering stop as COVID-19 took hold and community sport was suspended. One by one the various HV tournaments were suspended or cancelled and life without hockey was on the cards for 2020.

HV was considering what the season would look like based on various start dates and frequent Zoom meetings were held in consultation.

But, in early June the Sharks were back at the Shark Tank! Yay! Freedom – of sorts, even if it was in a challenging sea of hand sanitiser, buckets of bleach, and a myriad of safety rules - not to mention being thrown in the deep end trying to navigate these uncharted COVID waters – but we all came up swimming!

This made for some interesting training drills as we weren't allowed to engage in contact – so that meant no tackling, no close marking, no penalty corner practice and no high-fives, hugs or back-pats! Even entry and egress was patrolled and social distancing was enforced; the slogan was “get in, train, get out”.

I can appreciate it was difficult for parents to “drop and run”, and to allow us to do what we did knowing they had to stay behind the fences and couldn't always see what their

children were accomplishing. I also know the ruling of no car-pooling made things particularly difficult for some.

I give the coaches a 10/10 for their ability to keep the kids engaged and encouraged, and I give the kids 10/10 for their enthusiasm. Trust me when I say they were paragons of hockey excellence. They listened to their coaches and worked hard knowing they were privileged to be able to play their sport, let off some steam and have some fun with their mates – at 1.5m apart!

While it seemed business on-field was relatively COVID normal, behind the scenes we were paddling hard and constantly adapting to the every-changing string of rules and moving goal-posts, brought about by Hockey Victoria's weekly Hock-e comms.

So it was a relief that on June 23, full contact training could resume and it was training as usual – and a 12-week competition starting on Friday July 17 was announced.

Due to the way the year started, it was decided that new uniforms wouldn't be ordered and we'd just use borrowed shirts from previous HG Sharks.

But the joy was short-lived as again community sport was shut down on July 7 due to the Stage 3 6-week Melbourne lockdown. This meant the junior rep season was officially suspended.

While the news was disheartening, the teams still wanted to train - an ideal opportunity to keep developing playing skills and learning structures. Plus it gave the kids a chance to burn off some energy!

The Geelong Hockey Association agreed for the U14 Boys Sharks to compete in the U14 local competition - which was greatly appreciated – we thank the association sincerely for the opportunity. However, the competition only had two weeks of play before COVID-19 Stage 4 restrictions meant that on August 3 the 2020 GHA season was officially cancelled. 😞

We had organised that should the Senior local GHA winter season get underway, then the U16 Boys' and Girls' sides would play as teams in the respective Division 2 senior competitions, but alas that wasn't to be. However, most were able to play a couple of games for their clubs in the local junior U17 competition, whilst the U14 Girls also played for their club teams.

I'm going to single out the U14 Girls' Goalie Elliott Thomson, as testament to the motivation and dedication of our young players. When the lockdowns hit Melbourne, Elliott, who lives on the Melbourne side of Little River, moved across the river to live with her grandmother for the duration so she could continue her hockey!

I would also like to officially thank Nette Williams – Sharks Secretary and Uniform Officer – Nette does a mountain of work behind the scenes – without which we wouldn't get players on the pitch! Thank you Nette for your diligence and tireless work.

### **Coaches and Team Managers**

A massive thanks to all the team coaches and managers who worked tirelessly on-field during the weeks we could train and then off-field when we couldn't – keeping the teams motivated with Zoom sessions, or individual goal setting.

## 2020 Junior Sharks Representative Squads

Congratulations to the following players on their selection

### U14 GIRLS

Baker	Isabel
Dickson	Neave
Long	Indiana
Quick	Amber
Samsa	Ellie
Saunders	Peri
Smith	Aleesha
Thomson	Elliott
Whelan	Matilda
Vague	Eliza
Van der Meer	Aimee
Varenica	Summer

### Train-ons

Kooloos	Macy
Mouat	Laylah
Shell	Amelia

### U14 BOYS

Ayerbe	Oliver
Downie	Kyan
Emery	Tom
Grace	Alex
Harper	Nathan
Jalil	Basyl
Kent	Liam
Kooloos	Tucker
Lorenzen	Luca
Nelson	Lachlan
O'Reilly	Jamie
Pasque	Bradley
Schram	Ashton
Walters	Jye
Wang	Nick
Watson	Charlie

U14 GIRLS - Shield B Competition	
Head Coach	Alex Humphrys
Assistant coach	Ashlee Craig
Team Manager	Rebecca Thomson
Asst Team Manager	Carly Storr

U14 BOYS - George Stapleton Shield A Competition	
Head Coach	Gill Pasque
Assistant Coach	Chris Lorenzen
Team Manager	Kirsty Ayerbe
Asst Team Manager	Matt Harper

**U16 GIRLS**

Armstead	Charlotte
Baker	Grace
Carland	Issy
Cameron	Charlie
Conder	Jessica
Hayes	Charlie
Jenkins	Zoe
Langley	Georgia
Larkins	Darcy
Lorenzen	Mai
Rowell	Paige
Russell	Charley
Saunders	Josephine
Whitford	Genevieve

**U16 BOYS**

Ayerbe	Angus
Biskup	Harley
Caldow	Brayden
Gibson	Callum
Harris	Oliver
Jennings	Will
Kay-Ballard	Rory
Leigh	Harry
Leigh	Kade
Murphy	Jarret
Robson	Sam
Timms	Isaac
Walker	Riley
Vague	Archie

**Train-ons**

Allthorpe	Jesse
Burke	Jack
Smith	Declan
Whelan	Harrison

<b>U16 GIRLS - Ron Penpraze Shield A Competition</b>	
Head Coach	Rhea Sutton
Assistant coach	Bree Hayes
Team Manager	Alistair Conder

<b>U16 BOYS - Shield A Competition</b>	
Head Coach	Luke Hatton
Assistant Coach	Carl Jennings
Team Manager	Kelli Caldow
Asst Team Manager	Eric Timms

*Pam Sutton*

Junior Co-Ordinator

## **2020 Junior Sharks Representative Squads Awards**

No awards due to cancellation of 2020 Hockey Victoria winter season

## **Hockey Victoria Master's 2020 Winter Competition**

No masters teams due to cancellation of 2020 Hockey Victoria winter season

## **Events**

No Queens birthday weekend competition due to COB+VID-19 restrictions.

# Financial Report

## Financial Report

Hockey Geelong Association Inc				
Profit & Loss [With Last Year]				
October 2019 To September 2020				
	This Year	% of Sales	Last Year	LY % of Sales
<b>Income</b>				
Pitch Usage Fees	\$2,279.00	2.40%	\$80,020.00	21.30%
Sponsorship	\$7,955.00	8.20%	\$17,273.00	6.10%
Club Team Entry Fees	\$3,795.00	3.90%	\$29,778.00	10.60%
GHA Affiliation Fees	\$0.00	0.00%	\$5.00	0.00%
HV Player fees	\$0.00	0.00%	\$3,477.00	1.20%
Coaching Clinic Fees	\$541.00	0.60%	\$1,164.00	0.40%
Uniform & Equipment Sales	\$1,160.00	0.80%	\$5,810.00	2.10%
Summer Team Fees	\$10,441.00	10.80%	\$13,168.00	4.70%
Junior Rep Fees	\$3,314.00	3.40%	\$14,818.00	5.30%
Mens Rep Fees	\$182.00	0.20%	\$14,974.00	5.30%
Womens Rep Fees	(\$182.00)	-0.20%	\$10,114.00	3.60%
Masters Social Fees	\$200.00	0.20%	\$3,988.00	1.40%
HV Road Show Rebates	\$1,225.00	1.30%	\$20,000.00	7.10%
Fundraising	\$0.00	0.00%	\$2,825.00	1.00%
Presentation Night	\$1,956.00	2.00%	\$5,218.00	1.90%
Grant Income #1	\$28,000.00	26.90%	\$0.00	0.00%
HV Events Income	\$189.00	0.20%	\$6,710.00	2.40%
Canteen Sales	\$4,500.00	3.80%	\$71,747.00	19.10%
Just Hockey Mini Shop	\$158.00	0.20%	\$1,115.00	0.40%
Canteen Levy	\$0.00	0.00%	\$6,145.00	2.20%
Fines & Penalties Charged	\$0.00	0.00%	\$332.00	0.10%
Miscellaneous Income	\$0.00	0.00%	(\$6,814.00)	-2.40%
Job Keeper Income #2	\$33,000.00	34.10%	\$0.00	0.00%
<b>Total Income</b>	<b>\$96,712.00</b>	<b>100.00%</b>	<b>\$281,865.00</b>	<b>100.00%</b>
<b>Cost Of Sales</b>				
HV - Affiliation Fees	\$236.00	0.20%	\$227.00	0.10%
Tech Bench Fees	\$0.00	0.00%	\$360.00	0.10%
HV - Pitch Hire	\$450.00	0.50%	\$1,383.00	0.50%
HV - Team Registrations	\$4,182.00	4.30%	\$16,636.00	5.90%
Purchases - Uniforms	\$2,990.00	3.10%	\$23,021.00	8.20%
Event Costs	\$684.00	0.70%	\$4,232.00	1.50%
Club Road Shows	\$2,230.00	2.30%	\$5,700.00	2.00%
Canteen Purchases	\$2,753.00	1.50%	\$33,308.00	8.30%
JH Mini Shop	\$539.00	0.60%	\$713.00	0.30%
Purchases - HG Equipment	\$78.00	0.10%	\$2,036.00	0.70%
Stock Movement #3	\$4,612.00	4.80%	(\$881.00)	-0.30%
<b>Total Cost Of Sales</b>	<b>\$18,753.00</b>	<b>19.40%</b>	<b>\$86,736.00</b>	<b>30.80%</b>
<b>Gross Profit</b>	<b>\$77,959.00</b>	<b>80.60%</b>	<b>\$195,129.00</b>	<b>69.20%</b>

# Financial Report

MYOB / Excel

<b>Expenses</b>				
Accounting & Bookkeeping Costs	\$1,810.00	1.90%	\$900.00	0.30%
Advertising & Marketing	\$2,450.00	2.50%	\$0.00	0.00%
Awards & Trophies	\$94.00	0.10%	\$4,441.00	1.60%
Bank Fees	\$897.00	0.90%	\$1,072.00	0.10%
Gas & Electricity	\$8,808.00	7.00%	\$18,572.00	5.90%
Legal & Consultancy Fees	\$5,300.00	5.50%	\$200.00	0.10%
Subscriptions & Licenses	\$482.00	0.50%	\$994.00	0.40%
HV Fines	\$0.00	0.00%	\$45.00	0.00%
First Aid Costs	\$300.00	0.30%	\$36.00	0.00%
General Expenses	\$4,182.00	4.30%	\$2,875.00	1.00%
Pitch Hire Costs	\$1,231.00	1.30%	\$2,142.00	0.80%
Pitch & Lights Maintenance	\$1,850.00	1.90%	\$2,072.00	0.70%
Printing & Stationery	\$365.00	0.40%	\$1,058.00	0.40%
Computer & Web Site Expenses	\$1,709.00	1.80%	\$1,225.00	0.40%
Rates	\$0.00	0.00%	\$693.00	0.20%
Sporting Schools Expenses	\$300.00	0.30%	\$0.00	0.00%
Telephone Expenses	\$2,815.00	2.90%	\$3,334.00	1.20%
Postage	\$122.00	0.10%	\$275.00	0.10%
Cleaning Expenses	\$212.00	0.20%	\$5,083.00	1.80%
Function Expenses	\$4,465.00	4.60%	\$600.00	0.20%
General Repairs & Maintenance	\$942.00	1.00%	\$899.00	0.30%
Security & Break In Costs	\$530.00	0.50%	\$1,363.00	0.50%
Water Rates	\$859.00	0.90%	\$1,164.00	0.40%
Waste Removal	\$2,701.00	2.80%	\$4,958.00	1.80%
Canteen Equipment	\$46.00	0.00%	\$345.00	0.10%
Licence Fees	\$182.00	0.20%	\$0.00	0.00%
Honariums	\$0.00	0.00%	\$1,000.00	0.40%
Umpires Fees	\$100.00	0.10%	\$10,010.00	3.60%
Coaching & Team Managers Costs	\$1,790.00	1.90%	\$19,605.00	7.00%
Wages & Salaries	\$48,095.00	49.70%	\$60,002.00	21.30%
Superannuation	\$987.00	1.00%	\$4,460.00	1.60%
Workcover	\$53.00	0.10%	\$458.00	0.20%
Business Insurance	\$4,745.00	4.90%	\$6,997.00	2.50%
Insurance - Voluntary Workers	\$899.00	0.90%	\$1,100.00	0.40%
<b>Total Expenses</b>	<b>\$97,318.00</b>	<b>100.60%</b>	<b>\$155,973.00</b>	<b>55.30%</b>
<b>Operating Profit</b>	<b>(\$19,359.00)</b>	<b>-20.00%</b>	<b>\$39,156.00</b>	<b>13.90%</b>
<b>Other Income</b>				
Interest Received	\$7,839.00	8.10%	\$9,032.00	3.20%
<b>Other Expenses</b>				
Interest Expense	\$4,631.00	4.80%	\$5,357.00	1.90%
Depreciation	\$33,356.00	34.50%	\$33,077.00	11.70%
<b>Total Other Expenses</b>	<b>\$37,987.00</b>	<b>39.30%</b>	<b>\$38,434.00</b>	<b>13.60%</b>
<b>Net Profit/(Loss)</b>	<b>(\$49,507.00)</b>	<b>-51.20%</b>	<b>\$9,754.00</b>	<b>3.50%</b>

**NOTES:**

#1 Covid Grants received from Vic Govt \$11,000 & Federal Govt \$15,000

#2 ATO Job Keeper Refunds

#3 Stock write down Canteen \$1,790 & Uniforms 25% = \$3,225

Extra Grants received in October - Vic Govt \$10,000 & Federal \$5,000

Term Deposit No 2 split to set up No 3 Deposit \$25,000 with a short review date

# Financial Report

Hockey Geelong Association Inc				
Balance Sheet				
As of September 2020				
<b>Assets</b>				
<b>Bank Accounts</b>				
	Bendigo Bank Operating a/c		\$21,811.00	
	Bendigo Bank Canteen a/c		\$1,445.00	
	HG Rep Teams account		\$5,854.00	
	<b>Total Bank Accounts</b>			<b>\$29,110.00</b>
<b>Term Deposits</b>				
	Bendigo Term Deposit No 1		\$295,000.00	
	Bendigo Term Deposit No 2		\$75,862.00	
	Bendigo Term Deposit No 3		\$25,000.00	
	<b>Total Term Deposits</b>			<b>\$395,862.00</b>
<b>Other Current Assets</b>				
	Trade Debtors		\$7,865.00	
	Stock on Hand - Uniforms		\$9,674.00	
	Stock on Hand - Canteen		\$2,148.00	
	Just Hockey Mini Shop		\$3,008.00	
	<b>Total Other Current Assets</b>			<b>\$22,695.00</b>
<b>Non-Current Assets</b>				
<b>Synthetic Surface</b>				
	Synthetic Surface @ Cost	\$716,200.00		
	Less Accum' Dep'n. Surface	(\$520,367.00)		
	Pitch Lighting			
	Pitch Lights @ Cost	\$68,626.00		
	Less Accum' Dep'n. Lights	(\$68,626.00)		
<b>Pavillions</b>				
	Pavillion @ Cost	\$52,547.00		
	Less Accum' Dep'n. Pavillion	(\$55,553.00)		
	Pavillion Extension			
	Pavillion Extension	\$72,603.00		
	Less Accum' Dep'n. Pav'n Ext'n	(\$35,800.00)		
	Margaret Murray Shelter			
	Margaret Murray Shelter @ Cost	\$33,031.00		
	Less Accum' Dep'n. Shelter	(\$12,382.00)		
<b>Office Equipment</b>				
	Equipment @ Cost	\$20,636.00		
	Less Accum' Dep'n. Equipment	(\$11,068.00)		
	Scoreboards LED 2016	\$7,725.00		
	Less Accum' Dep'n Scoreboards	(\$3,865.00)		
	Leasehold Improvements	\$6,894.00		
	Dep Leasehold Improvements	(\$396.00)		
	<b>Total Non-Current Assets</b>			<b>\$210,207.00</b>
	<b>Total Assets</b>			<b>\$868,874.00</b>
<b>Liabilities</b>				
<b>GST Liabilities</b>				
	GST Collected		\$840.00	
	GST Paid		(\$1,933.00)	
	<b>Total GST Liabilities</b>			<b>(\$1,092.00)</b>
<b>Payroll Liabilities</b>				
	PAYG Withheld		\$3,198.00	
	<b>Total Payroll Liabilities</b>			<b>\$3,198.00</b>
<b>Other Current Liabilities</b>				
	Trade Creditors		\$15,724.00	
	Masters Deposit Account		\$1,500.00	
	<b>Total Other Current Liabilities</b>			<b>\$17,224.00</b>
<b>Non-Current Liabilities</b>				
	Bendigo Business Loan		\$97,729.00	
	LSL Provision		\$9,251.00	
	<b>Total Non-Current Liabilities</b>			<b>\$106,980.00</b>
	<b>Total Liabilities</b>			<b>\$128,308.00</b>
<b>Net Assets</b>				
	<b>Equity</b>			<b>\$682,072.00</b>
	Prior Year's Surplus/(deficit)			\$682,072.00
	Current Year's Surplus/(deficit)			(\$48,607.00)
	<b>Total Equity</b>			<b>\$632,586.00</b>

# Financial Report

## Assets

GEE LONG HOCKEY ASS
2019 - 2020

From: 1/10/2019  
To: 30/09/2020

Item	Purchase Date	Supplier	Useful Life	Original Value	Opening WDV	Depreciation Rate	Straight Line	Closing WDV	Days Held	Total Depreciation
Synthetic Surface Pitch 1	1/01/2007		10	\$ 466,200.00	\$ -	10.00%	\$ -	\$ -	365.00	466,200.00
Synthetic Surface Pitch 2	29/07/2014		10	\$ 250,000.00	\$ 120,833.00	10.00%	\$ 25,000.00	\$ 95,833.00	365.00	154,167.00
Pavillion	1/01/1995		40	\$ 92,547.12	\$ 39,308.12	2.50%	\$ 2,314.00	\$ 36,994.12	365.00	55,553.00
Pavillion Extension	1/01/2000		40	\$ 71,615.00	\$ 38,592.42	2.50%	\$ 1,790.00	\$ 36,802.42	365.00	34,812.58
Margaret Murray Shelter	1/01/2008		40	\$ 33,031.15	\$ 21,475.15	2.50%	\$ 826.00	\$ 20,649.15	365.00	12,382.00
LED Scoreboards x 2	12/04/2016	iLumin8	10	\$ 7,725.00	\$ 4,633.00	10.00%	\$ 773.00	\$ 3,860.00	365.00	3,865.00
Misc Office Equipment - Under \$1,000	6/06/2016	Nisbets	5	\$ 414.26	\$ 82.26	20.00%	\$ 82.26	\$ -	365.00	414.26
New Front Gates	18/09/2017	Fabricare	20	\$ 7,660.00	\$ 7,277.00	5.00%	\$ 383.00	\$ 7,277.00	365.00	383.00
J Ball Equipment	26/09/2017	One80sports	5	\$ 8,176.00	\$ 6,541.00	20.00%	\$ 1,635.00	\$ 6,541.00	365.00	1,635.00
Bola Ball Machine	13/03/2019	Just Hockey	10	\$ 3,740.91	\$ 3,534.95	10.00%	\$ 374.00	\$ 3,366.91	365.00	374.00
Bain Marie	16/05/2019	Nisbets	10	\$ 1,785.10	\$ 1,717.91	10.00%	\$ 179.00	\$ 1,606.10	365.00	179.00
<b>Grand Totals</b>				<b>\$942,894.54</b>	<b>\$243,994.82</b>		<b>\$33,356.26</b>	<b>\$212,929.70</b>		<b>729,964.84</b>

@ 30.9.20

## Financial Report - REPRESENTATIVE TEAMS

Opening balance 30 September 2019	\$5,287.72	
	<b>Credit</b>	<b>Debit</b>
2019 Presentation night payments (deposited after 30 Sept 2019)	\$2,020.00	
2019 Presentation night venue payment		\$4,840.00
2019 Hockey Victoria Finals pitch hire		\$494.59
2019 Trophies		\$103.00
2019 Junior coach payment		\$300.00
2020 Hockey Victoria team entry payments seniors		\$2,400.00
Pre season and season training juniors and seniors and Junior team entry Hockey Geelong		\$3,366.00
Senior fees	\$1,650.00	
Senior fees refunded (no competition)		\$1,400.00
Senior practice match umpire payments		\$100.00
U14 team player payments	\$1,330.00	
U14 team player refund due to comp cancellation		\$120.00
Junior players training fee	\$2,130.00	
Uniform purchases		\$1,729.22
Uniform sales	\$740.00	
Uniform refund		\$65.00
Equipment purchases - training equipment		\$85.80
Training and match balls & coaching equipment		\$1,560.00
Junior coach payments (part season)		\$700.00
Junior Co-Ordinator payment		\$500.00
Junior umpires practice matches and competition		\$80.00
<b>Clinics</b>		
Player payments- junior skills group and GK clinic	\$470.00	
Coach payments		\$210.00
Bank Interest	\$14.81	

	<b>Credit</b>	<b>Debit</b>
<b><i>Sponsorship</i></b>		
<i>Peak Pharmacy</i>	\$1,500.00	
<i>Elders Rural</i>	\$1,250.00	
<i>Palm Life</i>	\$2,500.00	
<i>TDL Preciosn</i>	\$5,000.00	
	\$18,604.81	\$18,053.61
Outstanding U14 player payment		\$140.00
Bank balance 30 September 2020	<b>\$5,853.92</b>	
2019 Season profit	\$549.29	
<b>ASSETS</b>		
Uniform (new 2020)	\$1,729.22	
Uniform stock (prior to 2020)	\$3,870.00	
Equipment (new 2020)	\$1,645.80	

## OFFICE BEARERS 2016-2019

Office	2019	2018	2017	2016
<b>President</b>	P. Stuart	A. Climpson	A.Climpson	A.Climpson
<b>Senior Vice President</b>	A. Climpson	P. Stuart	P Stuart	P Stuart
<b>Junior Vice president</b>	Vacant	G Stephenson	L Basham	Vacant
<b>Secretary</b>	J. Crosbie	L. Williams	L. Williams	L. Williams
<b>Treasurer</b>	J. Crosbie	J.Crosbie	J.Crosbie	J.Crosbie
<b>Assistant Treasurer</b>	I. Sayers	I.Sayers	I.Sayers	I.Sayers
<b>Competition Convenor</b>	A. Climpson	C. Thompson	C. Thompson	C. Thompson
<b>Summer Competition Convenor</b>	C. Barnes	C. Barnes & D. Hutton	C. Barnes M. Shears & D. Hutton	C. Barnes M. Shears & D. Hutton
<b>Players Registrar- Juniors</b>	C. Barnes	C. Barnes	C. Barnes	C. Barnes
<b>Umpires Convenor</b>	N Prince	N Prince	D Fitzgerald	D Fitzgerald
<b>Disputes Convenor</b>				V. Lamb
<b>Groundsman</b>	G. Burns	G. Burns	G. Burns	G. Burns
<b>Public Officer</b>	J. Crosbie	L. Williams	L. Williams	L. Williams
<b>Canteen Operations</b>	J. Climpson	J. Climpson	J. Climpson	J. Climpson

Report prepared by Lynette Williams November 2020

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