



# ANNUAL REPORT

## 2020



*Doncaster Hockey Club  
COVID-19 medicos*

*Doncaster Hockey Club is welcoming and inclusive, delivering opportunity for both participation and excellence for our diverse community.*



## CHAIRPERSON REPORT

### Ken Scott



2020 will be a year that will be remembered for all the things that did not happen as much as those that did.

Due to the corona virus pandemic, not a single game of the winter season took place for junior's, women's, master's or senior men.

There was not a single social event, club launch, livestream or face-to-face meeting.

We endured an experience that even 12 months ago nobody would have imagined.

Through all of this, we have fought to keep connected, motivated and safe.

And now, we find ourselves coming out of a long and enduring lockdown – the effects of which we are still to fully realise. The direct costs in terms of human lives lost is immense. The hidden cost in terms of well-being impact and a year lost are still to be fully understood.

### EXECUTIVE COMMITTEE 2020

Position	Name	Years of Board Service
Chair	Ken Scott	1(Chair), 5(Men), 1(VP) 7(Juniors)
Secretary	Adam Oberg	1
Treasurer	Mohan Arunasalam	3
Director	Paul Sampson	4
Director	Meridie Jackson	4
Men Chair	Scott David	1
Womens Chair	Laura Button	1
Junior Chair	Dean Boyd-Clark	1
Non-voting board attendees		
Junior Secretary	Pam Trener	
Junior HV Liaison	Narissa Boundy	

Despite all the things that did not happen in 2020, there are many things did:

- We have secured the services of Paul White – our Club Chaplain
- We have introduced a wellbeing Sub-committee and developed a wellbeing strategy to further support our members in both good and challenging times-thanks Ben Schokman, Paul White and the sub-committee
- We have maintained the financial position of the club
- We have retained the capacity within the club during the lockdown to re-introduce all programmes – junior, senior and masters at the end of restrictions
- We have taken the opportunity to truly implement our strategic plan in 2021 to take us to 2024 – 50 years of the Doncaster Hockey Club.

None of this has been accidental and as ever, has come off the back of many hours of behind the scenes efforts.

We have applied for and received numerous grants made available as part of the pandemic response and I would like to thank Laura Button, Meridie Jackson, Michelle Huntley, Andrea Snow and Mohan Arunasalam for their work on these. Particular thanks to Michelle and Mohan for the tireless efforts in managing job keeper, and other government grants as and when they became available.

Special mention to the anonymous and generous contribution from one of our members.

A big thank you to our valued sponsors- with special mention to Bendigo Bank, Arun Accounting, Welcome to Thornbury and Just Hockey.



The return to hockey has been an on-again, off-again affair with very stringent and moving protocols required. As is the Doncaster way, we were compliant, organised and efficient in our return, as noted by Council in their review of our compliance.

I would particularly like to thank Lisa Moule for her role in managing TeamApp and developing the QR coding to assist in the return to hockey, Sandra Ambrose and Andrea Snow to ensure COVIDsafe protocols were in place and all other players, parents and partners who assisted in this return to hockey.

The updating of the constitution is a significant piece of work. Thank you, Ben Schokman, Bob Esselmont and Adam Oberg, for the efforts, time and sage advice in bringing this to where it needs to be.

To the DHC Executive Board – thank you for your ongoing support, viewpoints and efforts through what was a challenging period for us. As a group, we managed to keep a perspective, a purpose and direction through it all and I appreciate the many hours of on-line discussions we achieved this year.

### Moving on to 2021

The upgrades to the club rooms and scoreboard announced in 2019 have been delayed by the restrictions. The changeroom and kitchen upgrades are now scheduled to commence in March/April and the timing of the scoreboard yet to be confirmed. Preliminary works have started and I would like to thank John Henry for his work in the preparation of the ground facilities to allow these upgrades to commence.

It is also with great pleasure we see Josh Simmonds continued participation on the Australian National team. I, as do we all, look forward to seeing him play in our national colours.

Andrea Snow has announced her retirement from the position as Operations Manager. Andrea has held Operations Manager position since its inception some 10 years ago.

I cannot express how important this position is and how exceptional Andrea has been in this role. It has been a privilege to work with Andrea over my time on the board of the club. There is not a single facet of the club operations that has not had the benefit of Andrea's practical assistance, support and advice. I would like to think Andrea will continue a role within the club at a pace and role of her choosing in the future.

Jacqui Allen has been appointed Operations Manager commencing January 2021. Jacqui brings a wealth of experience, knowledge and passion to the role and I wish Jacqui the very best in this pivotal role for the club.

I will not be standing for a board position in 2021. My time on the board has been tremendously rewarding and not without its challenges. We have a great story to tell and I never get sick of telling it.

Thanks

*Ken Scott*





## TREASURERS REPORT

### Mohan Arunasalam

*The treasurer's report is a brief summary of the audited financial statements (available at AGM) and provides an overview of the financial performance of the club for the year ended 30<sup>th</sup> September 2020*



#### *Financial Performance*

The 2020 year has seen the club recording a net loss compared to a profit last year mainly due to the following factors: -

1. Significant decrease in sponsorship and social receipts
2. Significant decrease in winter registrations
3. Significant decrease in trading operations

#### *Revenue*

Total revenue decreased by 65% compared to the previous year mainly due to the COVID-19 pandemic. The major source of income was donations and COVID-19 related Federal Government subsidies (Jobkeeper and Cash Boost) and Victorian and Local Government grants.

#### *Expenditure*

The major expenditure for the club was wages and depreciation.

#### *Financial Position*

Although the club suffered a small operating loss for the year of -\$3,261, we managed to increase the cash balance position by 4%.

Thank you to the assistance of *Michelle Huntley* whose work and financial support with accounts, reports, booking keeping and invoicing is greatly appreciated. In particular, during the pandemic, Michelle's work tireless work with the government grant applications has been outstanding and she has played a large part in helping us to be in a relatively strong position for 2021.

### *Mohan Arunasalam*

Executive Treasurer

8<sup>th</sup> December 2020





## AUSTRALIAN AND STATE REPRESENTATIVES 2020

Due to the corona virus, opportunities for selection in state and national squads were impacted, Congratulations to the below representatives.

2020	Doncaster Hockey Club Representatives
Australian Hockeyroo	
Australian Kookaburra	Josh Simmonds
Australian Super Camp Attendees	Jayshaan Randhawa, Joshua Simmonds, Nicola Hammond
Australian Pro League	Jayshaan Randhawa, Joshua Simmonds, Kiran Arunasalam
Australian Mens Indoor	Zach Meaden
Open Indoor Men	Andrew Scheele, Zach Meaden, Kiran Arunasalam
Victorian Indoor Under 13	Tom Trenery, Olivia-Beau Cutler, Chelsea Juggins
Under 15 State team and development squads	Lachlan Pasquali, Olivia-Beau Cutler, Maya Hilford, Megan O'Brien
Under 18 State Team	Kaelan Boundy, Byron Fernandes, Alex Lange, Tom Pasquali and Scott Sturrock
Under 13 HV Academy	Lily Boyd-Clark, Jade Hilford, Zara Jackson-Smith, Isaac Boundy, Tyson Darmody, Ben Todero
VIS Coach award	Jayshaan Randhawa



*Josh Simmonds*



*Zach Meaden, Andrew Scheele,  
Kiran Arunasalam*



**JAYSHAAN RANDHAWA**



*Tom Trenery, Olivia Beau Cutler,  
Chelsea Juggins*





## CLUB ACTIVITIES 2020

Despite there being no on-field hockey competitions, the club was able to accomplish a number of off-field activities and achievements. Some of these included:

- Creative methods that our Head junior and senior coaches used to keep members connected during lockdown which included: online fitness sessions, small triad wellbeing groups, online group challenges, fitness recording apps and lockdown Facebook skill challenges. Special thanks to Maria Romagosa, Bevan Fernandes, James Legg, Wayne McIndoe & Megan Obrien for driving these activities
- Fortnightly on-line Executive meetings to review COVIDsafe return protocols, strategic goals, monitoring Council requirements etc.
- Online Level 1 Coach accreditation attendees-Megan O'Brien, Sarah Chong, Tim Snow, Bevan Fernandes
- Creating the unprecedented COVID safe return to hockey protocols and resources-Thanks Sandra Ambrose, Kym Saunders & Lisa Moule
- Online SALT (sport and leadership training) wellbeing sessions for players
- Megan O'Brien awarded a Hockey Victoria Community Champion for her role she played in engaging junior players
- Jayshaan Randhawa recipient of VIS Coaches award
- Appointment and introduction of Paul White- Sports Chaplain
- Development of the wellbeing strategy
- Building of the new storage shed in preparation of the facility upgrades-special thanks to John Henry, Kev Saunders and Wayne Sturrock
- Relocation of hockey equipment to new storage sheds in preparation for facility upgrades- Thanks John Henry, Robbie Cavill, Lisa Moule and Wayne Sturrock
- Design and production of DHC COVIDsafe facemasks
- QR codes and contact tracing recording for all return to hockey sessions-Thanks Lisa Moule



*Social distancing return to hockey sessions*



*Return to hockey with Doncaster COVIDsafe facemasks*



## JUNIOR HIGHLIGHTS 2020

- H2H Road shows
- Summer return to hockey programs
- Hockey sixers
- Summer skills session
- Juniors transitioned to Seniors preseason
- Online group challenges
- Preseason Skills trainings
- Lockdown challenge
- Hockey sixers
- Skills session
- Online Level 1 Coach accreditations
- Participated in HV seminars and meetings
- Maria Romagosa, James Legg, Bevan Fernandes and Megan O'Brien creating online skills challenges

<i>Junior Committee 2020</i>	
<i>Chairperson</i>	Dean Boyd-Clark
<i>HV Liaison &amp; Results</i>	Narissa Boundy
<i>Secretary</i>	Pam Trener
<i>Membership Officer</i>	Lisa Moule
<i>H2H Coord</i>	Lisa Moule
<i>Junior Development Officer</i>	Maria Romagosa
<i>Junior Participation Officer</i>	James Legg
<i>Year Level Coordinators</i>	Gabrielle Liedel, Katherine Waszkinel, Cordelia Clark, Lynette Nilawha, Gen Dwyer, Kat Carr, Matt Fraser, Tamara Kamphuis, Tracey Wilks, Claire Whitbread
<i>WWWC Officer</i>	Steve O'Brien



*February Hook in 2 Hockey school Road shows*



**MEGAN O'BRIEN**

**COMMUNITY CHAMPION**



*At home lockdown challenges*



## OPERATIONS MANAGER REPORT

### Andrea Snow - Operations Manager



After 10 years in the role as Operations Manager at Doncaster Hockey Club, I have made the decision to retire from this role and plan to travel and enjoy some retiree life with my husband Rod.

I feel very privileged to have had the opportunity to be employed in a club that I have volunteered at and been a member for 44 years, and are grateful to the club for having the foresight to create this position, and a position that many other clubs aspire to create.

I have worked with many wonderful people during this time and am proud of the many things and culture that together we have been able to achieve.

Some highlights for me include:

- Funding and building of the Mini Pitch and the changeroom/facility upgrade
- 40-year DHC celebrations
- Volunteer recognition program
- Establishing mid-week ladies
- Overseeing two strategic plans
- Increasing girl's participation policy
- Access for all abilities and Inclusion activities
- Delivery of over 20 personal development programs, including youth leadership, respectful relationships, mental health and wellbeing sessions
- Building and fostering relations with sponsors and stakeholders in particular our unique and valued relationship with Bendigo Bank who in the last 9 years have invested **\$147,000** to the Doncaster Hockey club through grants and sponsorship
- Attracting, housing and supporting numerous overseas players
- Womens Premier League Premiership 2015
- supporting the development of juniors as they move into seniors
- Development of wellbeing strategy

Without a doubt though, the most rewarding, is the connection of the relationships and lifelong friends that I have made, as well as the many skills and knowledge that I have learnt by being involved in such a dynamic, inclusive and progressive club.

Special thanks to the three Presidents who have fully supported me throughout this journey- Rob Henry, Sarah Gaskill and Ken Scott. I have also greatly enjoyed working alongside the very dedicated Executive (past and current), Junior Development Officers (Victor, Brett, Maria and James), Ground Management, Head coaches and all volunteers. You are all what makes this club tick and without you, this position would be impossible to do. Thank you.

I am confident that the club will be in good hands with an *enthusiastic next generation*.

Thank you to you all, I am very proud to be a Doncaster Hockey Club Life Member and will continue to enjoy being part of the club as I have done so for the past 44 years- (but in a slightly reduced capacity).

*Andrea Snow*





## FACILITY UPGRADES

### *Mullum Mullum pavilion kitchen and changeroom upgrade*

The contract for the modular construction of change rooms was cancelled due to the preferred contractor failing to accept. Council took the opportunity to reinvestigate a traditional design and construct in-situ build of the change rooms. We are targeting the tender specifications for the in-situ build being ready by end of 2020, although we will tender just after for a greater audience of submissions.

Alchemy Construct have been awarded the contract for the in-situ build/refurbishment of kitchen, amenities and bowls veranda. Planned works over the summer period will displace any participation or use of the northern bowling green, and as a result the contractors have accepted to delay commencement until April. This is of additional interest to the building group in the event they are successful with the change room contract.

In addition, Council acknowledges the need to retain occupancy of the social space and bar area during works.

### *Digital scoreboard and upgrade player dugouts and technical area project*

Plans for our proposed new **digital scoreboard** and new **Technical area & Player Dugouts** proposed for the North side of the ground is progressing, albeit much slower than we had hoped due to a combination of COVID and the variations of the tender requirements. The closing date for tender submissions is 14<sup>th</sup> December with the planned commencement of project in early 2021.

## SPONSORSHIP

Overall Sponsorship income was down this year, mainly due to COVID-19.

Bendigo Bank delayed their sponsorship applications in February; however, we were grateful to them for the opportunity to apply and receive \$8,000 in sponsorship for the 2020/21 season.

Bendigo Bank-Doncaster East and Templestowe branches have continued to be a valued and ongoing supporter of our club with a total of \$147,530 in financial support over the last 9 years. It is important that our members are aware that the banks support is only made possible when our members support them by banking or enquiring about their banking and insurance needs.

Thanks also to our sponsors Welcome to Thornbury, Arun Accounting, and Just Hockey. 2020 has not been an easy year for businesses and we encourage members to support them.

We've continued to partner with the Australian Sports Foundation (ASF) as a platform to assist DHC raise funds towards the scoreboard and technical bench project. The ASF provides personal contributors with tax-deductible receipts on their donation.

In 2020 we received a total of \$51,750 in donations. Thank you to the generosity and support of these contributions, some of which were anonymous and significant.

You can access the AUSTRALIAN SPORTS FOUNDATION-DHC Fundraising portal using below links  
DHC Project <https://asf.org.au/projects/doncaster-hockey-club/>  
Donation URL (direct to online donation form) <https://asf.org.au/donate/digital-scoreboard-and-new-player-dugouts-and-tech-bench/>



## WELLBEING STRATEGY

*'Building a strong club culture through the integration of wellbeing and sport.'*

The Doncaster Hockey Club is a club with a proud history. A significant source of this pride is drawn out of a successful on-field story that has led to many Premierships at Senior, Junior and Masters levels.

Today, as a club we are still seeking on-field excellence, but we also understand that we are living and operating within a different era, where the pressures that are impacting our members are far greater and require sporting organisations to establish a culture that is supportive of people and the various social, emotional and physical concerns that impact our lives.

By promoting wellbeing, we aim to educate our players, coaches, officials and families about the importance of our own personal wellbeing as well as the importance of supporting the wellbeing of others.

We recognise that sporting organisations play a valuable role in community development that allows us the opportunity to offer a place where young people and their families come together around a common passion.

Over the last 6 years, DHC has already taken steps in this direction, delivering a wide variety of one-off forums including topics such as resilience, respectful relationships and mental health.

During 2020 a wellbeing subcommittee explored ways in which we can establish a more comprehensive and structured approach to promoting wellbeing and to formulate a Doncaster Hockey Club wellbeing strategy.

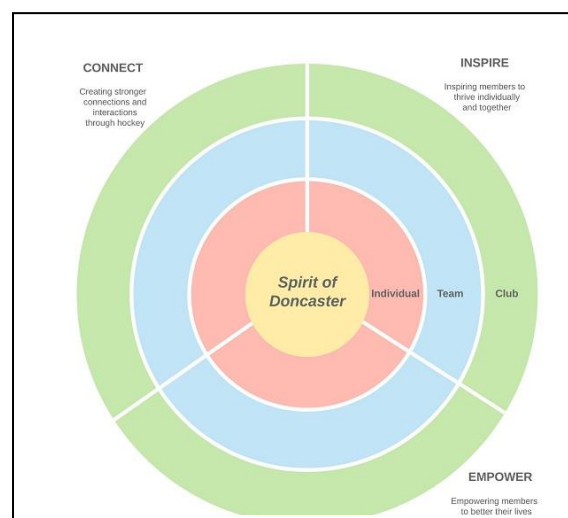
### Intended benefits

- Increased community connection through stronger personal and family relationships
- Provide practical and accessible tools and strategies for club members to give effect to club values such as respect, inclusion and participation
- Reduced incidences of poor role modelling or bad behaviour
- Increased capacity to look out for club members needing support or assistance

Typically, good sporting clubs focus on improving skills and fitness and producing better more competitive players. We think we do this well as a club. But evidence of research done in this area shows that the difference between being a good sports club and being a great sports club is not only a focus on the sport, but importantly a culture that focuses on valuing each other and providing a safe and inclusive environment that connects, inspires and empowers our members.

There are three overarching domains included in the wellbeing framework, which are imbedded to the clubs overall '*Spirit of Donny*' strategy.

- Connect
- Inspire
- Empower



A link to the Doncaster Hockey Club wellbeing strategy can be found here  
<http://doncasterhockeyclub.com.au/resources/wellbeing/wellbeing-strategy/>



Thank you to the **wellbeing subcommittee** who contributed to the strategy

Matt Fraser	(Juniors/Mens/Masters, EDUCATION)
Jacqui Allen	(Juniors, Womens/Midweek Ladies- HEALTH & FITNESS)
Paul Sampson	(Masters/Mens, DHC EXECUTIVE)
Mark Pasquali	(Juniors/Seniors, DHC & BLACKBURN HS SPORT LEADERSHIP PGM)
Fiona Adams	(Womens, WELFARE Heathmont SC)
Cathie Lange	(Womens/Juniors, EDUCATION)
Paul White	(DHC SPORTS CHAPLAIN)
Andrea Snow	(DHC Operations Manager)
Meridie Jackson	(Juniors/Womens, DHC Executive)
Ben Schokman	(Ex DHC MPL player, Human rights, social change & wellbeing consultant)

## SPORTS CHAPLAIN

The appointment of our new Sports Chaplain, Paul White, came with challenges during a pandemic, where the ability to create relationships with members was limited. Despite this, Paul was able to meet some players, provide support in difficult times for club administrators and played a key role in advice in our development of a child safety policy and wellbeing strategy.



Hopefully in 2021, Paul will be able to meet more members to assist with the club to provide a sustainable care strategy.

Paul is from [Sports Chaplaincy Australia](#) and will be working with our Club on our sustainable care strategy to support each other through the challenges and triumphs of our sporting lives.

## GRANTS

In addition to the government business grants, and jobkeeper funds received, Doncaster Hockey Club applied for the below grants and were successful in receiving \$8175.50 for projects and equipment. Thank you to the people who were involved in the applications.

GRANT APPLICATION INVENTORY 2020				
GRANT ORGANISATION	PROJECT TITLE	GRANT TITLE	SUBMITTED BY	AMOUNT RECEIVED
<b>Successful Applications</b>				<b>\$ 8,137.50</b>
City Of Manningham	Small Grants - February 2020	Safety in Hockey - Protective Face Masks	Andrea Snow & Lucie Hadley	\$ 840.00
City Of Manningham	Grass Roots Recovery Grants 2020	Connect, Inspire and Empower: Implementing a Wellbeing Strategy for the Doncaster Hockey Club	Andrea Snow	\$ 4,310.00
Vic State Government	Sporting Club Grants Program 2019-20: Category 1 - Uniforms or Equipment	DHC Equipment Library Project	Lucie Hadley & Laura Button	\$ 987.50
Vic State Government	SRV Community Sport Sector	Short-term Survival Package	Adam Oberg	\$ 1,000.00
Vic State Government	SRV Community Sport Sector	Short-term Survival Package Round 2	Adam Oberg	\$ 1,000.00
<b>Unsuccessful Applications</b>				
Australia Post	2020 Australia Post Community Grants	Connect, Inspire and Empower: Implementing a Wellbeing Strategy for the Doncaster Hockey Club	Andrea Snow & Laura Button	
Toyota (Staff)	Toyota Community Grant	Protective Face Masks	Gen Dwyer	
Stocklands	Community Care Grant	Goal Keeper gear	Lucie Hadley	



## DONCASTER HOCKEY CLUB SPONSORS 2020

*Thank you to our valued sponsors*

