



Footscray Hockey Club Inc.
Founded 1934

DIRECTOR'S REPORTS 2016



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PRESIDENT – Rodney Johnstone

At the conclusion of my third year as Chairman I make the following observations:

On Field

- Our number of senior teams has declined from 9 to 8 women's and stable at 9 men's teams
- The junior section continues to grow with over 20 teams in action over the winter weekends and a big team of volunteers, and our own in-house FHC Under 10 competition. Our minkey hockey and under 8s is also growing strongly which bodes well for the Clubs future.
- Masters progressed steadily and we have again had several players make representative teams in Australian Masters, which is fantastic. Congratulations to those players.
- Many juniors have also made regional and state representative teams, which reflects on the great development work from past years. I always enjoy seeing Footscray players in the Victorian teams. With several players in Australian development teams we may possibly see FHC's second senior Australian player over the next few years ahead.
- The Premier League status in both men's and women's has been retained into 2017 and with additional Clubs joining the PL ranks the competition will be bigger and more challenging for us in the next few years. The HV "league entry criteria" will mean further work for our Club in order to maintain PL status over the next few years – it also make the Club more professional in its dealings with members and other clubs, on and off the field. We continue to push for growth of local talent and enhancement of skills in our players at PL level and down the grades so we can build on our depth as well as improve our position in Premier League.
- Again the costs of this PL effort are declining from earlier peaks and future expenditure will be more conservative as per our Strategic Plan. As our pool of Premier League talent grows and starts to flow down the ranks as well as boosting junior coaching to further improve skills development within our junior ranks.
- The broad goal is still on being a family based Club where everyone has an opportunity to participate at any level, either playing or assisting with running teams.

Off Field

- 2016 has been a frustrating year in dealing with Council as we have had some delay in planning for the redevelopment of the pavilion as well as slow progress with the lease negotiations. Brendan has had his share of hair pulling and head scratching moments – but he has persisted like a man possessed. Hence the disruption to the use of upstairs rooms continues. The Club has managed to settle on a design for the new pavilion layout which will see the facility renewed. Our plans include removing the flags and honour boards in order to paint the social area of the pavilion to match our smart new back half (once completed). We anticipate work commencing in October 2017 and at this stage the Club is likely to put at least \$80,000 towards the works.
- Congratulations to Karen Johnstone who has done a great job as our Retail Director and her team with Lisa Wilczynski as Canteen Manager and a team of volunteers to ensure our members and visitors are well catered for.
- We have again hosted 4 major tournaments during the year as well as increased schools usage of our facilities mid-week, all this boosting our finances throughout the year.
- Volunteers have again been the backbone to club operations and this must continue and grow next year and into the future, so that our finite financial resources can be channelled into keeping fees at reasonable levels, and club facilities up to scratch.
- We continue to review the Junior Development model and David Braiden is doing a great job in keeping all of this activity well supervised with his team of helpers.

Looking ahead

- The Club is in continual discussion with Council about the pavilion upgrade. We upgraded the F1 dugouts.
- We are always seeking to boost sponsors and member input as to who we can approach to build our circle of sponsors is vital to diversifying our income sources.
- We will push forward with developing the Club in areas required by HV in their development of what they now define as "League Entry Criteria"
- We are committed to pushing even more resources into the Junior section to build a strong coaching programs and skills development programs for the kids coming through.
- Our volunteers need to be given more options on how they can assist the Club or opt out in a way that still helps the Club get the tasks required done as and when necessary.
- Our Club mobile phone APP continues to get good feedback from members that use it.
- HV live streaming of PL games helped the Club gain good exposure during the season and this will continue

in 2017. Great for fans and members alike to see how FHC plays by watching via the web if they cannot get to the game.

- We hope to again host the Men's Country weekend in 2017.

Thank you to all the Board members for their input and action during the year.

PLANNING & PERFORMANCE - Brendan Sheehan

Summary of Key Club Priorities – 2016

(TOP 20 PRIORITY PROJECTS)

#	BOARD OF MANAGEMENT	ASSESSMENT
1	Improve our PL squad sustainability	Women stable, men vulnerable
2	Achieve # 1 above whilst maintaining solid financial position	\$\$\$\$ position signif stronger
10	Improve / extend our volunteer rostering	'Volunteer Spot' introduced. Almost everyone rostered.
20	Estab. process for measuring our performance against the PL LEC's	Detailed template being used.
GENERAL SECRETARY		
6	Organise / carry-out a 'members skills audit' (incl junior parents occupations).	Audit available. Yet to be analysed.
7	Fully activate our website	Needs more attention by the Board.
11	Produce a consolidated 'FHC Policies Document'	Done.
17	Finalise the revised 'Directors Roles' document	Done
PLANNING & PERFORMANCE		
3	Finalise the Pavilion Re-Design / Funding Package.	Done.
4	Lease Re-newel	On-going.
8	Re-new FHC's Strategic Plan (2017-2021)	Happening.
GROUNDS & PAVILION		
5	F2 Assessed & Repaired	Delayed. Emphasis on pavilion
9	Establish Sub-Committee and delegate tasks	Not done
18	Replace F1 dug-outs & scoreboard (relocate the exist scoreboard).	Almost complete
19	Purchase bowling machine	Done.
UNDER-AGE SECTION ADMIN		
12	Produce a Junior Section Strategic Plan	Not finalised
13	Significantly increase the size of the junior committee	More urgent work required
14	Find more 'Shield' standard coaches	Improved standard in 2016.
16	Appoint a qualified Jun Section Coaching Coordinator / Mentor	Done, progress unsatisfactory. Considering alt. model for 2017.
MENS SECTION ADMIN		
15	Find strategies to help incr the depth of the mens PL/PLR squad	Still vulnerable.
9	Establish a sub-committee & delegate tasks	Part completed. Needs to be formalised.
OTHER OFFICERS:		
	- WOMENS ADMIN	
	- MASTERS ADMIN	
	- FINANCE	
	- S'SHIP & F'RAISING	
	- RETAIL OPERATIONS	

NOTES:

1. Premier League Consolidation / Sustainability:

I believe that our women's PL program is now sustainable. The production PL line of high quality junior players coming through should guarantee that FHC women will be competitive in this grade for many years ahead.

As regards the men's program, we have seen for the second time in five years (2012 nil expenditure – finished 12th, 2016 low expenditure – finished 11th) that we do not have anywhere near enough PL standard players. To be safe / sustainable we probably need 20 players capable of playing strongly at this level, we have maybe 7 or 8?? The strength of our second eleven is not a reliable indicator as it will waiver year to year, but the key supply area for PL talent (a strong boys program) is currently not strong (we saw a report that showed that at U16, U14 and U12 level – six years of player production – we have one Vic level player). The reality is that we need astute investment here for a few more years, during which we hopefully see another

10/12 of our PLR / Penn A players raise their standard to PL capability.

2. Establishment of sub-committees:

An independent assessment of our current Board of Management might observe that we have some terrific workers who individually carry-out work equivalent to multiple individuals, but who are not inclined or able to construct a team approach that delegates work to a large number of individuals (the outcome of which would be a lot more getting done). This type of worker busts a gut putting in a lot of hours, but inevitably burns themselves out.

After listing this problem for several years now, things are clearly not going to change in some port-folios. We previously identified the Men's Admin, U/Age Admin and Grounds/Pavilion port-folios as our key areas where a changed approach would be beneficial. As previously identified, in each of these areas either the incumbent is over-working themselves, important stuff is not getting done, or both.

3. Mezzanine Access.

Interesting to read the notes from last year (which talk about the non-compliant staircase needing replacement, and of a two stage building program that Council has developed). In the time since then we have expanded the project to be one that picks up dozens of problems / opportunities in the design, and does so with a one-stage only resolution! It was also a great win for us to get the actual timing of works to a period when we are in our off-season.

4. Our Lease.

Council is taking a long time to come back to us on this one. We have put our arguments to Council as to why a very low rental / sinking fund contribution is appropriate. This is a very important debate, the outcome of which will impact on our running costs of plus or minus hundreds of thousands of dollars.

5. Succession Planning.

Part of the operations of any elite organisation is their efforts to ensure that elite leadership is always 'coming on up through the ranks'. At FHC we have got by (terrifically well) with this task over the years by having a broad net that is cast out through our junior division, to find and welcome in anyone who had the slightest interest in having a say in / contributing to our development. A good number of the current Board members came to that high office via their years with the junior committees! 2017 needs to be the year in which FHC re-invigorates its identification and development of future workers / leaders – through the junior committee, our senior leadership teams, and any other suitable area.

GENERAL SECRETARY REPORT – Lauren Dick

Another busy year has come and gone, a big thank you to everyone around the club that has stepped up to assist with jobs from coaches, team managers, umpires, canteen and the many administrative roles that are essential in ensuring our teams take the field each week.

I greatly appreciate the time taken by each section and their helpers to follow up registrations again this year. We are trying to work on the best system, which ensures we are capturing the information required by Hockey Victoria whilst also keeping it as simple as possible for members to complete. We encourage all members to please take the time to ensure your registration is completed accurately and in full including payment of registration fees as the time saved on chasing these up could be much better spent improving other areas of the club.

Being one of the largest clubs in Victoria means we have great potential to draw on members skills and experience in a variety of areas, in 2017 we will be reaching out to members to assist in a variety of tasks that will assist in further developing the club on and off the field. Keep an eye out and if you're keen to be involved please make contact with a board member to show your interest.

Again we have had a big year with a huge number of players representing the club in National, State and representative teams. We love to promote these achievements wherever possible and call on anyone interested in assisting with this throughout the year.

Thank you to Andrew Wiseman for assisting with keeping the club Facebook Page up to date and to Mark Wiseman for his work on the clubs website. The FHC App is available and we encourage all of you to sign up to the App to keep up to date.

A big thank you to everyone that has assisted me in this role over the past two years, I have learned a lot and look forward to continuing to assist the board in the future.

Thanks again and good luck to all members in 2017!

WOMEN'S REPORT - Nicole Virtuoso

The Year That Was

In 2016, main aim was to continue to build on and improve the depth and quality from the 1sts and throughout all our grades. Every year we welcome many new members to the club and a great number of young members played their first game of senior hockey, fielding 8 teams. Most weeks were comfortable, however some weeks due to unavailability we relied on players doubling up and thank all the members who helped out.

Team	W	L	D	F	A	Diff	Pts	Position
PL	8	7	7	57	55	2	31	7 th
PLR	12	8	5	36	27	9	38	5 th
PA	9	6	3	40	30	10	30	4 th
PB	7	8	3	29	17	23	24	7 th
PC	0	16	2	8	53	-45	2	10 th
PD	2	11	5	9	55	-46	11	9 th
PE	4	10	4	11	41	-30	16	9 th
MA	1	14	3	8	61	-53	7	10 th

Premier League

Lachie Anderson, in his third year, had a ripper start sitting in the 4 for the first half of the season. Unfortunately losing key goal scorer, Tegan Purser to a broken ankle and subsequent state duties / injuries, the team had a tougher run home, finishing 7th on the ladder. The squad welcomed experienced players Lily Brazel, Tara Hall and Jessie Johnson and several young FHC members broke into the team during the year. Lachie has signed a new 3 year coaching contract.

Premier League Reserve

Phil Frost in his second year had another solid year finishing again just out of the 4 in 5th. The depth of the Reserves squad continues to grow each season and this year was the best year in terms of results against the top 4 sides. Well done girls. Phil will continue next season.

Pennant A

Hernie Isorena returned to coaching women after a decade and took the Pennant A team to finals in 4th position. Bowing out of the Semi Finals against MCC by a goal (third time in 3 years MCC have knocked them off by a goal). This team was the only Women's team to be represented in finals. Over half the team had a game or games with the reserves and there were many Pennant B players who stepped up to assist when numbers were low.

Pennant B

Geoff Peacock in his second year coaching 4ths, the team had consistent results in a close competition. All 5 teams were neck and neck all season. They were within a point of each other leading into the last round and position was sorted by goal difference. PB won their last game, however other results knocked the team to 6th.

Pennant C

Glen Munday was happy to coach this team for the second year, however due to the commitment of only a few players in this team, meant every week they were struggling for numbers and found it very difficult to perform. The team will be relegated to Pennant D next season. Sincere thanks to everyone who doubled up or helped this team.

Pennant D, E and Metro B

The plight of Pennant C had a large impact on the performance of the lower grade teams. Second to that their opposition was never the 6ths, 7ths and 8ths teams like FHC, they were mostly the 3rds, 4ths and 5ths of Vic League 1 and 2 clubs. Thanks to all those who doubled up and filled in. RJ coached the Pennant D team and they finished 9th. John Marcola coached PE and finished 9th and Metro B managed by Jenny Hilton finished 10th. We look forward to consolidating next season and having the committed numbers to field strong teams with a bench every week.

Lastly I would like to extend a massive massive thanks to our fitness guru, Rachel Doody who for many years has provided a really solid fitness program for the women's section. Her expertise and drive is awesome and she really encouraged and enthused the Premier League Squad this year to take their fitness to the next level.

A huge thanks to all coaches and managers for their assistance and commitment to make it the year it was. Thanks to all those who contributed to the administration support: Lynda Thomas, Angela Thompson, Laura Anderson, Toni Julian, Mel Sanders, Jemma Caon and Emma Robinson. For those who pitched in with helping the women thank you, the Board, Colin Braithwaite, Heather Shaw, Anthony La, Giulia Wiseman. Particular thanks to David Braiden and the junior section for providing the ball girls. Thanks to everyone who supported social events, sponsorship programs, did their umpiring duty, canteen duty, all your efforts ensured the season was another successful and enjoyable one. Finally thanks to all the players who get down to training, games and help out other teams to ensure Footscray presents itself in the best possible light it can.

2017 – The Year Ahead

As we continue to plan the 2017 pre-season and finalise coaching appointments for Pennant and Metro, the club continues to support our ideal of providing the best possible coaching and resources to our players to ensure we become very competitive not only in Premier League but throughout the grades. We have the best Club facilities in Australia and are the second largest club in Melbourne. The coaches are looking at the playing group to respond, do the hard yards and reap the benefits of that work. It's time to step up to the plate and do all you can to ensure our great club has a very bright and successful 2017 & beyond.

Thanks again to everyone, have a safe and Merry Christmas.

JUNIOR DIVISION REPORT – David Braiden

Another bumper year for new and young players in the U6 to U10 age bracket. As always, a throng of U6 little-tackers running around the cage on a Wednesday night. FHC ran a huge Super 8's (U8) intra-club competition in 2016, with 12 teams training and playing on a Wednesday night under the direction of master coach Brendan Sheehan. Another big year for the U10 Super-League competition, with 6 teams competing on a Saturday morning at FHC. The base of talent is building and the future is looking bright with dozens and dozens of talented kids running around!

FHC returned to fielding an U10 team in the HV Northwest competition and only missed winning the premiership by the narrowest of margins.

Again in 2016, FHC fielded five U12 teams (2 x girls and 3 x mixed). 2016 saw HV restructure the Shield competitions, with the introduction of conferences (northwest and southeast). To support the revised structure FHC was also asked to field a mixed pennant team. The U12 Mixed Shield team had another successful season finishing 3rd and competing in finals. The U12 Girls Pennant improved steadily during the season to end up playing finals and being knocked out with a draw. U12 Girls Shield, Mixed Pennant and Mixed Distract NW teams all tried hard and improved during the season.

After a big changing of the guard this season, the U14 Girls Shield team had a new look and also great season, finishing 3rd and getting through to the semi-finals. The U14 Mixed Shield was also split into conferences this year. The Mixed Shield team had a great season, finishing strongly in second place, but bowed out in the first round of finals. U14 Northwest team had an enjoyable season only just missing out on the finals action.

The U16 Mixed Shield team once again was very competitive in the premier junior completion for most of the season, finishing 2nd and bowing-out in the semi-final. The U16 Northwest team struggled with numbers for much of the season, but that didn't stop them finishing 3rd and going all the way to upset the ladder leader, Melton, and winning the premiership. That was back-to-back flags for U16NW!! The U16 Girls Shield team had another successful season, challenging for top spot all season, finishing 3rd and only went down in the grand final to highly fancied Hawthorn 2:1.

Another entertaining season for the mixed U18s, a mixed bag of results and just finishing out of the finals.

Several key performance indicators (KPIs) were proposed for the junior section at the end of season 2015

to measure progress. The summary of KPI's for season 2016 as follows:

- Overall junior participation: increase of 11% from 2015 to 317 registered players
- JSC participants: increase of 37% from 2015 to 37 players
- Total FHC players selected in Victorian representative teams: increase of 41% from 2015 with 24 selections (U12-U18, includes Vic White)
- Number of FHC players selected in Victorian 1st team: increase of 75% from 2015 with 14 players selected (includes Vic Blue and SSV)

Thank you to all the coaches that dedicate their time, being out there front and centre, to teach and inspire these young kids to be their best. Behind the scenes there is also a huge amount of effort by age-group coordinators and team managers – thank you for all your efforts during the season. Thanks also to all the parents that have generally helped out around the club and with the canteen, getting kids to games on time and showing great support.

The key focus for 2017 will be to continue to build a wide base of young talent and equip these young players with the right skills to lead on to a successful hockey career. The club will also be asking for more people to step up and help out – many hands make light work!

MASTERS REPORT – Damien Toussaint

We fielded five teams this year and maintained a field of strong quality sides including a Women's 35A Grade and a Men's 50A Grade, which is a reflection of the strength of our more experienced players. Hopefully next year we can field a Men's 35A Grade side again. It was great to see some new faces this year and new Masters members.

Special thanks to:

- The various people who have stepped in to run the canteen.
- Of course, all the team managers who greatly assisted in the management of the teams on a weekly basis.
- Big thanks to Nicole Virtuoso for her support throughout the season, especially with the HV umpiring debacle.
- Thanks to David Saleeba for coordinating Weds night umpiring and anyone who stepped in throughout the season. Particular thanks to Al Kalwig, Zoran and Nicole who umpired on wet, cold Wednesday nights.

Congratulations

Congratulations to our Victorian and Australian Masters representatives and especially to our Australian Masters representatives:

- Australian 35s team: Alex Grosz (shadow)
- Australian 40s: Nigel Toussaint (Captain); Stu Mclean; Tung Le (shadow)
- Australian 50s: Phil Frost (Captain)
- Australian 60s: Geoff Lewis
- Australian 65s: Neil Coster (shadow)

Men's 50A

The 50As had a typically frustrating year, just missing out on the finals again.

They had frequent periods where they had a number of players unavailable. With their full list they can compete well with the top few teams. They need a couple of additional 'A' graders to help with consistency across the season. On the other hand, if they were to lose a couple of players, they fall into the relegation zone.

Gary Cunnington won the Best and Fairest after a great season (not bad for a guy with no joints). A special mention goes to Tim Pugh (GK) who finished one vote behind Garry.

6 wins, 9 losses, 1 draw. Unlucky not to play finals after being beaten in the finals in 2015. Big thanks to Peter Sheehan for all of his efforts throughout the year as Team Captain/Manager.

Men's 50B

The season started well for the 50Bs, but unfortunately the team was beaten by either 1 or 2 goals. The team ensured that they did not finish bottom of the ladder and they made sure of this. The voting during the season was in favour of Brendan Grimes with a few votes to Gary Marshall, Neil Coster and Ray Embry.

Men's 45B

This team really enjoys their hockey and each other's company. Personally, I really enjoyed the few games I played with them. They were unlucky not to win more games. Highlight of the season was a ripper game against top team Brunswick where they played out of their skins. 3 wins, 11 losses, 2 draws. Thanks to Mike Bond for his organisation as Team Captain/Manager.

Women's 35A

This was our best performing Masters team for a second year in a row. And of course who can forget JA's milestone game! This team enjoyed another great season in a tough competition – 9 wins, 5 losses, 4 draws. They finished third and lost the first final against KBH Brumbies 2-1. Thanks to Jeanne for her organisation, coordination and inspiration throughout the year.

Women's 35B

A tough season and finished last. 4 wins, 12 losses, 2 draws. Thank to Anna Thompson for all of her efforts throughout the year.

GROUNDS & PAVILION REPORT – Colin Braithwaite

Refer to Planning & Performance above.

RETAIL OPERATIONS DIRECTOR – Karen Johnstone

Firstly, I would like to thank Lisa Wilczynski for taking on the canteen role this year during the week and Giulia Wiseman & Sue Wallace for supervising on weekends which made a hard year for me personally a whole lot easier. I cannot thank you enough for stepping up when it was needed most.

As members we all benefit from the canteen's success, so I would like to thank all members who volunteer and do their rostered canteen duty throughout the year. We couldn't do it without you. This year we were able to raise 50k for the club, which of course is what keeps our club fees one of the lowest in Melbourne.

This year Hockey HQ ran completely on volunteers, thank you to those that put their hand up to be rostered on a regular basis to enable the shop to be open. Thanks to Beth Curry, Jenny Hilton & Anthony La for the extra help you all provided this year, it is greatly appreciated.

HQ profit this year has taken quite a hit, due to stock write off & replacing equipment stolen when the club was broken into during the year.

This year we introduced a new supporters jacket and are looking at options for 2017 such as new Tracksuit jackets & Rugby tops. If you have any ideas of what you would like to see in HQ, please let me know.

TREASURER REPORT – Cindy Poole

SEE SEPARATE REPORT

Good Luck in Season 2017!
2016 Board of Directors