

Background

The Club EGM in February 2021 adopted the revised constitution presented by the Executive Committee. Consequently: -

1. The Club was renamed to Scottish Thistles Masters Hockey Club (STMHC)
2. On behalf of Scottish Hockey, STMHC will be responsible for the organisation and governance of all non-Representative Masters hockey in Scotland.
3. Responsibility for the organisation and governance of all Representative Masters hockey in Scotland now resides with Scottish Masters Hockey, not STMHC.
4. Membership of SMTHC will be open to any player or official (Male or Female) over the age of 35.
5. The organisation and governance of the Club must change and evolve to best deliver its new responsibilities.

Purpose of Document

To identify key priorities to enable the transition **from** the LX Club as was **to** STMHC with its expanded remit encompassing all non-Representative Masters hockey in Scotland.

Aim

To enhance and expand the successful SMLXHC model, to put in place an organisation and capability to deliver first class opportunities for playing Masters hockey in Scotland and for participating in Spirit of Masters tournaments internationally for Male and Female members aged 35+.

To provide opportunities for all members to progress to International Representation on merit.

Objectives

To achieve these Aims, Key Priorities have been identified (subject to periodic review and update) with associated implementation timetable.

The Executive Committee has identified individuals to form and lead small working groups to own and 'deliver' each of the Key Priorities.

Working group leaders will be co-opted onto the Executive Committee (if not already there).

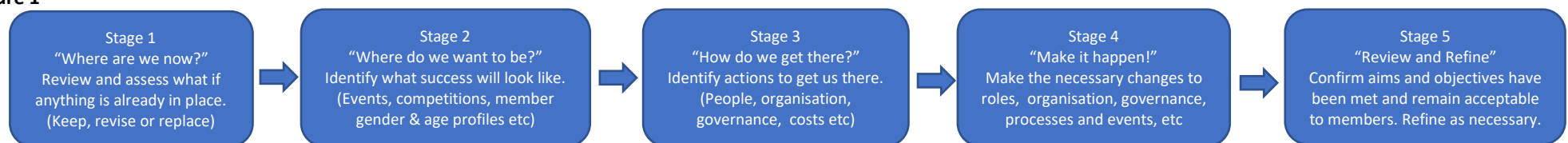
It is expected that there will be overlap or interdependency between working groups. Regular communication and liaison between working groups will be essential to minimise risks and duplication.

In broad terms, a 5-stage process (Figure 1) will be followed by each working group.

Where possible, quick wins will be identified and prioritised but should be consistent with and contribute to the 'end game'.

Regular review with members will be carried out to ensure the envisioned 'end game' is acceptable.

Figure 1



Section 1: Organisation & Control

	Key Priorities	'End Game'	Working Party
1.	Organisation and governance	An Organisation & Governance structure that provides effective, efficient & appropriate control & administration of the 'Club' as a whole and of the individual units within (e.g. Executive Committee, Sub Committees, Squads)	Mike McInally, Jim Chisholm, Ian McCreath, John Bennet
2.	Financial Control	Accounting model which fully supports the organisational structure and is easily adapted to changing needs e.g. addition of new squads.	
3.	Limited Liability and/or CASC status and the future of SVLXHC Events Ltd.	Ensure Club is constituted in such a way as to minimise members, office bearers, directors personal liability and minimise Club tax liability and external operating costs (e.g. Professional Fees).	
4.	Asset Management - Equipment, Kit and Gifts	Provision and maintenance of essential equipment for all squads (e.g. Defibs, First Aid Kits, Balls, Training Equipment, gifts etc)	

Section 2 : Members & Membership

	Key Priorities	'End Game'	Working Party
1.	Promoting and encouraging participation in Masters Hockey	Growth in member numbers across both genders and age groups.	John Lees, Chris Heeps, John Bennett, Stuart Stephen
2.	Umpires and Officials	Pool of Umpires and Officials available for Spirit of Master Tournaments & Events Provide experience for aspiring international Umpires & Officials	
3.	Membership administration	Accurate membership records incorporating SHU Registration if required.	
4.	Kit	Kit requirements identified for the foreseeable future with simple and effective processes and procedures in place for supply and personalisation (e.g. Numbering)	

Section 3 : Communications & Relationships

	Key Priorities	'End Game'	Working Party
1.	Working relationship with SMH and SHU	A practical and effective relationship operating to the mutual benefit of all parties.	Alan Parker, Ian Downie, John Bennett, Stuart Stephen
2.	Communication with members	Effective information flow to and from members using appropriate and relevant channels.	
3.	Club Identity	Highly visible, appropriate and potentially 'sellable' image and social media presence with recognisable logo.	
4.	Publicity	Increased media profile and general awareness of Masters Hockey..	

Section 4 : Technology – Identifying and implementing the platform to meet the requirements highlighted by other Working Parties			
	Key Priorities	'End Game'	Working Party
1.	Communication platform	A practical and cost-effective platform supporting quick, easy and effective communication, both internal and external.	Ian Downie, Alan Parker, Jim Chisholm
2.	Application & information storage platform	Secure storage and access for Club documents e.g. Club Constitution, Club Accounts, Membership Records etc	

Section 5 : Tournaments & Events - Thistles Sub-Committee (under new name)			
	Key Priorities	'End Game'	Working Party
1.	Participation in Spirit of Masters Tournaments	An organisational and administrative model that subject to demand, enables any squad to participate in relevant Spirit of Masters Tournaments.	Ian McCreath, Sandy Weir, Graham Conkie, Duncan Mitchell, Chris Heeps, Mike McInally
2.	Hosting Spirit of Masters Tournaments	Potentially host at least one Spirit of Masters Tournament each season.	
3.	Club Events	Regular calendar of events (training, matches, tournaments etc).	

Key Priorities & High-Level Timetable – Section 6 : Fund Raising & Sponsorship			
	Key Priorities	'End Game'	Working Party
1.	Minimise the 'cost of participation' in Tournaments and Events for all members	An income stream sufficient to make a worthwhile reduction in the 'cost of participation'.	Not yet constituted