



Consultation Document

**Howick Pakuranga Hockey Club
Board Structure Proposal
December 2011**

Introduction

The Howick Pakuranga Hockey Club (HPHC) was formed in 1974 by foundation players the late Keith Armstrong and John Daniels. The club grew from two men's teams in 1974 and building to three men's teams and four women's teams in 1980. In 1984 the Junior committee was formed with 60 players.

Currently HPHC is one of the largest hockey clubs in New Zealand with 380 senior/ youth members and 250 junior members. There are two management committees within the club, the senior and the junior, to manage the membership and day to day operation of the competition.

Over the last ten years these two committees have operated very effectively in the management of the different parts of the club however it is proposed that the governance structure could be improved to support the implementation of the planned strategic direction of the whole club.

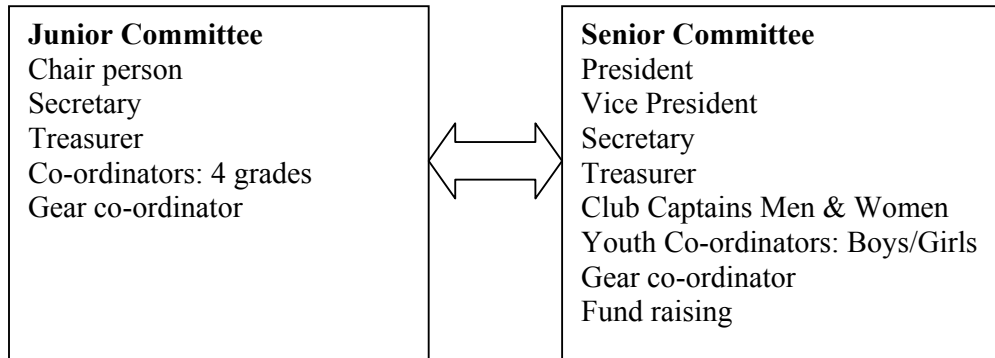
Drivers for Change

- There is a need for strategic plan for the future development of the whole club and business plan to implement the strategy. Development of a strategy for the next three years to grow the club, develop pathways for players, coaches, managers and umpires, retain quality players and coaches, and have financial support to implement the strategic plan.
- The financial environment is becoming increasingly difficult to operate the club without increased revenue. There is a need for a whole of club approach to fund raising, revenue and trust applications.
- There is duplication of work at each committee level i.e. two treasurers, player development; coaching support and development and purchasing of gear.
- Due to separate structures there is at times inconsistent communication between the two committees regarding planning, needs for the club and operational matters.
- There is a concern that the transition from juniors to youth and senior club is not seamless for the players and their families.
- There is increasing competition for the HPHC players from other hockey clubs, College sport and representative hockey.
- The need for improved processes throughout the whole club to implement the strategic plan.
- The large number of volunteers in the club committees, coaches, managers and co-ordinators means that the board structure needs to provide good co-ordinated governance and support for the whole club experience.

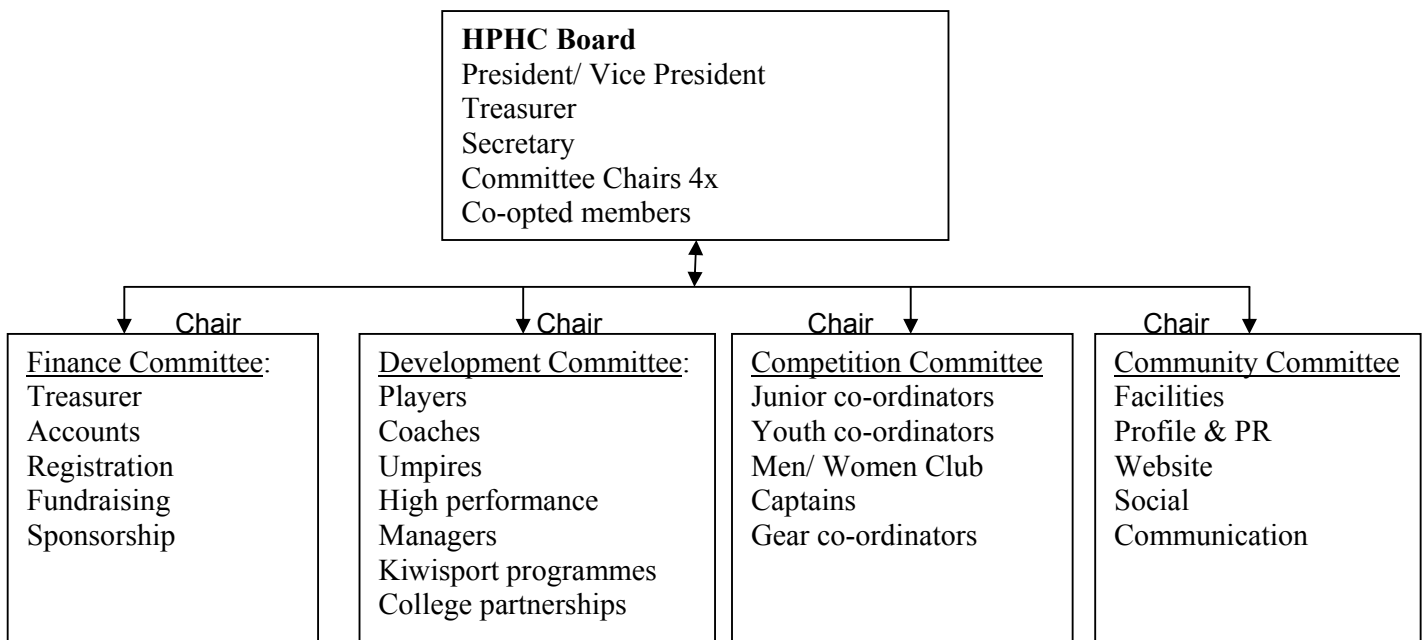
Aim of the Proposed Board Structure

The proposed Board structure will aim to deliver an efficient, well-coordinated and professional management structure for the HPHC club.

Current Management Structure



Proposed Board Structure



Summary of proposed changes

- A new HPHC Board for the whole club will be established.
- The two committees will be merged and the membership of the four committees will align with the roles required to represent all levels of the club.
- Each committee will be responsible to the Board for the management of the club.
- The proposed board structure aligns with the current Howick Pakuranga Hockey Club constitution.
- It is proposed that a transition period will be required for the competition committee to ensure that the pre-season and start of season work continues uninterrupted for both the juniors and seniors.

Timelines / Process

AGM 14 December 2011	Distribute consultation document to club members & other key stakeholders for review and feedback.
15 January 2012	Due date for return of all feedback.
22 January 2012	Review feedback and develop decision
23 January 2012	Announcement of final structure and proposed implementation plan.

Diana Dowdle
President
Howick Pakuranga Hockey Club