

ANNUAL GENERAL MEETING FY24

UNDERWATER HOCKEY ASSOCIATION SINGAPORE



Minutes of Meeting

Event: Underwater Hockey Association Singapore - Annual General Meeting FY24

Details: 30 March 2025 at 1200 to 1330 PM Online via Zoom

In Attendance:

1	Alice	6	Kerby	11	Rudy	16	Helena	21	Yiru
2	Zhen An	7	Jerryl	12	Jia Jun	17	Henri	22	Marcus
3	Pam	8	Hannah	13	Coach David	18	Darryl	23	Jon
4	Kathy	9	Jayne	14	Beverley	19	Vicky	24	Twang
5	Dongliang	10	Louise	15	Kiat	20	Christina	25	Ricky

Key Discussion Points

1. **Survey:**
 - i. Exco encourage all member to feedback into the survey – 25 members have
2. **Recap the ExCo and committee members**
 - i. There are many who contribute in small and big ways, truly appreciated.
3. **Recap the vision, mission, and values.**
 - i. Singapore members are actively involved in development of the sport regionally – Taiwan, Thailand, and in other countries.
 - ii. Request to all members to continue to lean in and support the club
4. **2024 Review**
 - i. President Zhen An had to step down due to his increased work responsibilities. He passed the baton to President Alice.
 - ii. AUHC 2024– major highlight of the calendar year. One member highlighted their deepest gratitude for Zhen An that stood up and held the helm through one of Sg’s milestone - CMAS AUHC 2024, which was a huge success and increased our club’s funds, navigated us through various challenges.
 - iii. Challenges in keeping attendance after AUHC from August to December.
 - iv. Recognise the efforts of the Youth development initiatives thanks to our youth coaches, parents, and youth – including a KL
 - v. Autumn League
5. **Financials for FY24**
 - i. Surplus of \$51k before profit mainly due to AUCH expenses coming in lower than expected (referees expenses and pool actual payment was much lower than initial quotation) – to be filed by 31 March with tax payable of estimated \$8k.
 - ii. One member suggested to check the referee cost and include them into the FY24 accounts for more accuracy -> this has been checked and confirmed.



- iii. Much of the surplus is also due to many volunteers not being remunerated for their volunteering time – e.g. Youth coaches deliver excellent service to parents and youth and are not paid. If UWHSG were to pay the coaches to develop the sport, it would not have a surplus.
- iv. The Accounts for FY 2024 were presented and approved by Glen and Helena

6. What to do with the surplus?

- i. One member suggested to offset the cost of master's and elite players attending competition
- ii. One member suggested setting up a framework, taking a more strategic approach to invest in UWHSG's growth engine to support initiatives that increase membership, increase youth base, replenish volunteers and their energies.
- iii. For years 2025-2027 if we were continue to have 3 camps per year, we would not have sufficient reserves for booking pool one year in advance
- iv. Committee are preparing a forward-looking budget to explore how to improve – including current initiatives like supporting youth initiatives, supporting the Coach Lambert's new coaching programme to help improve the level of play in the club.

7. 2025 calendar of events

- i. Certification of coaches - Ricky, Louise, Phoebe, Vicky, and Zhen An have undergoing certification
- ii. Coach David Lambert – new initiative to help level up our high-performance players across Youth, Elite teams
- iii. Hockey school programme – very well run and has resulted in many new players moving into both youth and adult streams
- iv. Regional developments and competitions
 - i. Taiwan & Thailand development of new clubs
 - ii. China competitions
 - iii. KL competitions – including Regionals in August 2025
- v. Referee course in July
- vi. Youth initiatives

8. Youth 2025 Programme

- i. Youth committee has managed to grow the youth pool from 3 players to current standing, all on a voluntary basis.
- ii. Easily 400 hours per year spent coaching in the pool – time provided for free, not counting the countless of hours spent outside the pool to plan overseas initiatives, engage parents and develop new players
- iii. Aiming for 36 additional new youth to join the association
- iv. Request for help as youth programme is 'bursting at the seams' – *a happy problem*
 - i. Need more youth coaches and volunteers
 - ii. Need more pool time for youth



- iii. Need to replace youth size equipment to support more new joiners
- iv. Need to grow our U15 squad
- v. Youth committee follows high standards, including safety and risk assessment to keep the youth safe – follow SportSg and international standards.
- vi. In longer run aspire towards charitable organisation to pursue this development
- vii. Youth committee also says thank you to all members for supporting and welcoming the youth and instilling good values in them.
- viii. Exco appeals to all members to volunteer as coaches and become certified – e.g. Tchoukball has over 30 NROC coaches.
- ix. One member raised a question on the potential of conflict of interest should coaches become remunerated – Youth coaches clarified they are currently paying upfront to attend training to coach the youths, then are later reimbursed. Their hope is that future coaches can be remunerated at market rate to encourage development. Current youth coaches would recuse themselves from such discussions if it involved their own remuneration.
- x. One member remarked UWHSG should seek to actively grow an arm commercially, separate from the association, where students see value to pay a coach. And pay the rates accordingly - proper demand and supply. Volunteerism is not sustainable in the long run and funds will not last forever as well. Funds are then focused to bootstrap interested coaches.

9. Review of major competitions in 2025 to 2029

- i. Exco was considering to host the youth Age Group (U19, U24) championships – KIV for now given it may distract from the current initiatives to compete for upcoming AUHC

10. Encouraging volunteerism

- i. One member highlighted that over the years many have contributed and felt burned out – it is fair to recognise their efforts too. Empathy towards those who have volunteered in the past and feel burned out.
- ii. One member highlighted we need a culture of volunteerism so make operational items self-sustaining such that no one person is burnt out. This allows the leadership team to focus on growth, which feeds into our pool of volunteers
- iii. One member suggested we have many volunteers that assist in their own ways – e.g. Helena and Glenn assisting to audit the accounts, organise events, set up the courts and take small steps to encourage each other. All these are much appreciated.

11. Subcommittees: Pillars of volunteering

- i. Huge thank you to those who have contributed to the pillars. As the community grows, we need more to support the weight of the community. Let us know if you want to be a part of the pillars.



12. Health & Safety, Game Time and Kampung Spirit

- i. Sign up early
- ii. Set up / dismantle the courts and lane ropes
- iii. Health & Safety come first
- iv. Game-Time should be of session duration unless session has been earmarked for specific purposes e.g. Hockey School, Development Sessions, High Performance Training
- v. Kampung Spirit: Take ownership, Look out for one another
- vi. MOE Evans: Entering / Exiting teams to swim on the lane closest to public lane to avoid interrupting the games

13. Proposal to increase membership fees from \$20 to \$50 and Fishes from \$5 to \$6 from 1 May 2025

- i. One member highlighted that membership fee should reflect our community from all walks of life – it should not be a exclusive club. Keep the rate the same.
- ii. A few members suggested to keep the membership lower for youth, to encourage them to join.
- iii. One member requested the club to phase the increment over 2-3 years.
- iv. **Conclusion:** Agree to increase membership fees from next payment year. SGD35 1st Jan 2026 and SGD50 1st Jan 2027
- v. **Conclusion:** No majority for the increase of Fish cost to \$6 per fish.

14. Nomination of president for Alice to hold the position

- i. 100% of those who voted have voted Yes.

15. NSA update

- i. Committee provided an update on the NSA situation

16. Other matters

- i. Treasurer to loop in others on the pool booking situation with SAQ.

CERTIFIED TRUE COPY

ALICE CHONG VOON LIN
(ALICE ZHANG WENLIN)
POSITION: PRESIDENT
30 March 2025

PAMELA LOH
POSITION: VICE PRESIDENT
30 March 2025