HOCKEY IRELAND

Newstead Building C, UCD, Belfield, Dublin DO4 V1W8

Tel: +353 1 7163261 Email: info@hockey.ie

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Membership Affiliation Fees

Context

At the 2018 Hockey Ireland AGM, the membership passed a number of changes to the Articles and Bye-Laws of Hockey Ireland including the introduction of an online membership management system to be managed by Hockey Ireland on behalf of its branches, clubs, and members.

Following an extensive consultation process with the Branches and Clubs, the introduction of a new online membership system has now been achieved, with the result that we have a national database for the sport of hockey with the capability to gather reliable and accurate information about those who participate in hockey in Ireland while ensuring all GDPR requirements are being adhered to. Over 30,000 playing members are now registered on Hockey Ireland's membership system.

The next phase of rollout will see added functionality enhancing day-to-day management and administration benefiting clubs, branches, and ultimately all our members.
This added functionality will provide accurate national player information which is crucial to the development of the sport across the island of Ireland, in supporting Hockey Ireland's sport grant applications and to also assist in marketing and commercial sponsorship.

New Strategy

Hockey Ireland has recently launched an ambitious strategy for the period 2021-2024, focused on growing participation, enhancing the sports profile and very much supporting our members and clubs nationally. At present, Hockey Ireland is largely dependent on Sport Ireland for funding. This comes in 3 budget allocations: high performance, core, and additional projects, such as women in sport. Each budget is ring-fenced to that area, so for example, high performance must be spent on high performance. Hockey Ireland must now urgently move towards developing other revenue streams to be able to lead and grow the sport of hockey.

Currently, Hockey Ireland funds cover operating costs and fulfil the conditions of grant applications that have been successful, but little remains to develop a range of grassroots and other strategic initiatives to make a long-term difference to the sport in Ireland. The new strategic plan focuses on diversifying revenue streams including commercialising hockey, developing a charitable foundation, increasing core grant allocations, and changing the membership fee structure in line with other NGB's. A new approach to membership management is crucial to the delivery of this new strategy.

Investing in a Membership System

Upgrading database information technology at Hockey Ireland with a particular focus on the membership system will -

Hockey Ireland

- Enable full competition management, including match day cards, results reporting, penalties registration and management of officials (second year of project);
- Allow for the integration of systems between Hockey Ireland and Branches saving money and eliminating duplication;
- Ensure data protection/GDPR compliance is adhered to;
- Ensure garda vetting, CRB checks and safeguarding is managed efficiently allowing coaches to be centrally registered in the Hockey Ireland database;
- Add an insurance benefit for all registered members in order to ensure all hockey players in Ireland have access to adequate cover at a competitive price. It is essential that all members carry adequate and equal insurance whilst playing hockey. A 'collective' insurance plan will make this cost-effective (lower cost for clubs and members) and will guarantee that all members will have the same level of cover. The introduction of this scheme will happen for the 2021-2022 season;
- Changing the basis of affiliation fees from a 'team based' fee to an annual individual fee, where fees for Hockey Ireland and the Branches are collected at the same time will increase efficiencies and revenue. (It is imperative that an annual affiliation fee should be separate from the normal club annual subscriptions for reasons of transparency). For the first year, the team fee will remain, to allow for a phased implementation and transition to the new fee structure.

Financial Aspects

In contrast to many NGB's, Hockey Ireland is very reliant on Sport Ireland and Sport Northern Ireland grants for funding to support its core services. For example, Swim Ireland generates double the membership fee income with about half the membership numbers.
In addition, Government finance received through Sport Ireland and Sport Northern Ireland is increasingly granted as 'restricted' funding, linked to projects and goals described by the funding agents. Currently, only the senior members contribute financially to Hockey Ireland, while a significant proportion of Hockey Ireland membership is made up of juniors., The current Hockey Ireland senior fee is €465 euro per team, giving an average of 31 euro per individual with an average of 15 players per team.

A fair affiliation fee structure needs to be introduced, one which is transparent and equal for <u>all</u> members on the island of Ireland that will properly fund the activities of Hockey Ireland and realise its purpose, *to lead the growth and success of hockey in Ireland*.

Being mindful of COVID-19 challenges and the management of this change for clubs, Hockey Ireland will introduce a change in affiliation fees over several periods. Being mindful of COVID-19 challenges clubs are facing, Hockey Ireland will introduce a change in affiliation fees over the next 2 seasons. If the new scheme causes unforeseen financial consequences for clubs, the Board of Hockey Ireland will look at supporting these clubs on an individual, case by case basis.

Period 1 - Fee structure for season 2021/2022

Membership Type	Fee
Senior Club	465 Per team
Schools (Boys)	100
Schools (Girls)	100
Junior Player (U18)	20
Junior Player (U13)	10
Adult player	10
Coach*	35
Non Playing Member	10
International Player (overseas)	50

- The 'Team Fee' to Hockey Ireland which is currently being paid by the clubs will apply for the last time for 2021/22 season.
- A personal accident insurance plan will be provided to all paying members.
- The School fee will be collected directly by Hockey Ireland through the membership platform.
- The players and coaches will be paying their membership fees directly to Hockey Ireland, the team fee will be paid by the clubs via the branches as usual.
- The membership fees need to be paid before 1 November 2021 for a member to be eligible to play in any hockey competition. Sanctions as per the Rules of Hockey Ireland and the Branches.
- *Coach defined as coaches active with teams in 'All Ireland Leagues' and Branch division level 1.
- Junior Membership:
  U-18 = Born on or after 1 January 2004
  U-13 = Born of or after 1 January 2009

- Non-playing member -Hockey Ireland supporter- optional, not mandatory

Period 2 - Fee structure for season 2022/2023

Membership Type	Fee
Senior Club	200
Junior Club	100
Schools (Boys)	100
Schools (Girls)	100
Adult Player	35
Junior Player (U18)	20

Junior Player (U13)	10
Coach*	35
Non Playing Member	10
International Player (overseas)	50

- The 'Team Fee' to Hockey Ireland which is currently being paid by the clubs will no longer apply. This means the clubs can reduce their membership rate charged to the members for season 2022/2023.
- All club members will pay their membership fee direct to Hockey Ireland.
- A personal accident insurance plan will be provided to all paying members.
- All individual membership fees will need to be paid before 1 November 2022 for a member to be eligible to play any hockey competition.
- *Coach definition to be reviewed for Period 2.
- Junior Membership:
  U-18 = Born on or after 1 January 2005
  U-13 = Born on or after 1 January 2010

- Non-playing member -Hockey Ireland supporter- optional, not mandatory

JUNIOR PLAYER U18s
(1 Year Membership)

Benefits

- Pre-requisite for eligibility to play Hockey in all competitions.
- Personal Accident Insurance.
- Discounts for Hockey Ireland Camps, Course & workshops.
- Receive HI Newsletter.
- Entry in to Quarterly Draw to meet and greet players.
- Discount products or services Hockey Ireland Partnership Companies
- Acess to Hockey Ireland Hub.

SENIOR PLAYER O18s
(1 Year Membership)

Benefits

- Pre-requisite for eligibility to play Hockey in all competitions
- Personal Accident Insurance
- Discounts for Hockey Ireland Course, workshops & Hooked Conference
- Receive HI Newsletter
- Discount products or services Hockey Ireland Partnership Companies
- Acess to Hockey Ireland Hub.

COACHES
(1 Year Membership)

Benefits

- Pre-requisite for eligibility to coach in all Hockey Ireland competitions eg (EY League, Interprovincial, Irish Cups) .
- Personal Accident Insurance.
- Discounts for Hockey Ireland Course, workshops & Hooked Conference
- Receive HI Newsletter.
- Discount products or services Hockey Ireland Partnership Companies
- Acess to Hockey Ireland Hub.

*Coach defined as coaches active with teams in 'All Ireland Leagues' and Branch division level 1.

JUNIOR PLAYER U13s
(1 Year Membership)

Benefits

- Pre-requisite for eligibility to play Hockey in all competitions.
- Personal Accident Insurance.
- Discounts for Hockey Ireland Camps, Course & workshops.
- Receive HI Newsletter.
- Entry in to Quarterly Draw to meet and greet players.
- Discount products or services Hockey Ireland Partnership Companies
- Acess to Hockey Ireland Hub.

SCHOOLS
(1 Year Membership)

Benefits

- Pre-requisite for eligibility to play Hockey in all competitions
- Personal Accident Insurance
- Discounts for Hockey Ireland Course, workshops & Hooked Conference
- Receive HI Newsletter
- Discount products or services Hockey Ireland Partnership Companies
- Acess to Hockey Ireland Hub.

NON PLAYING
(1 Year Membership)

Benefits

- Discounts for Hockey Ireland Course, workshops & Hooked Conference
- Receive HI Newsletter.
- Discount products or services Hockey Ireland Partnership Companies
- Acess to Hockey Ireland Hub.