



65th ANNUAL REPORT – 2025



COMMITTEE MEMBERS:

- President – Michael Burgess
- Vice President – Vacant
- Secretary – Laurie Alonzo
- Treasurer – Vacant
- Drew Anthony
- Micahl Creamer
- Jemma Neal
- Naomi Pickford
- Alex Pozzobon
- Greg Purser
- Jarryd Purser
- Colin Riordan
- Albert Robbins

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President Report:

2025 has been a year of rebuilding on the pitch, with our focus firmly set on long-term, sustainable development for the club. What an amazing season it has been across all playing levels. We celebrated multiple teams reaching Finals and Grand Finals, and we proudly added new flags to our clubroom walls—an outstanding achievement for everyone involved. I want to extend my sincere thanks to all the volunteers who dedicated their time and energy to supporting our teams and the wider club community. Volunteering continues to be a challenge for grassroots sporting organisations, and Burra is no exception. As we look toward 2026, I strongly encourage all members to put their hand up where they can—every contribution, big or small, makes a real difference.

At committee level, we have held many important discussions regarding the best pathway for running and managing the club. Our focus has centred on balancing governance requirements with operational demands. This work will continue into 2026, with the intention of finalising a clear structure and presenting it back to members for feedback and alignment.

Our financial position remains stable thanks to the ongoing support of our major sponsors—Rover Projects and Smarter Connections. Team-related expenditure increased in 2025, and in 2026 we will ensure our resources are directed towards the club’s core deliverables.

After 3 years of lobbying, our State & Federal MP’s, Vicki Ward (Eltham), Lauren Kathage (Yan Yean) & Rob Mitchell (McEwan), we are pleased to advise that Nillumbik Council has supported a funding application for \$180,000 to install LED lighting on Purser Field (Ground 1) & we now await final approval from the State Government.

This year also marked our return to building the Facilities (Sinking) Fund, an essential step in supporting the construction of the new clubrooms. Growing this fund remains a priority, particularly as Rover Field (Ground 2) will require replacement in the coming years.

To all our players— from our Under-8s through to our Over-70s—thank you for an incredible year of hockey. Your passion, commitment, and sportsmanship define who we are as a club.

Many thanks,

Michael Burgess (President)

Secretary Report:

The 2025 season has been a steady year for Greensborough Hockey Club, marked by consistent effort across all areas of the club. On the field, we were pleased to see strong representation & successful participation in the final’s series across both junior & senior teams, with these achievements reflecting the hard work of players, coaches, & support staff throughout the year. Many of our Burra players rewarded with representative positions or development opportunities showcasing the talent across the club ranks. Off field, our club events continue to demonstrate our commitment to growth, inclusion, & connection. This report outlines the administrative activities, achievements, & developments throughout the season from a secretary’s perspective.

Meetings & Governance

A significant contribution was the ongoing work of our dedicated committee members. The committee met regularly throughout the year, maintaining strong attendance & engagement across all positions. Meeting discussions focused on strategic planning, supporting volunteer capacity, enhancing club communication systems, & preparing for upcoming competitions & events.

Committee	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Nov-25	Total	% Attended
Laurie Alonzo	1	1	1	1	1	1	1	1	8	100%
Alex Pozzobon	1	1	1	1	1	1	1	1	8	100%
Michael Burgess	1	1	1	1	-	1	1	1	7	88%
Micahl Creamer	1	1	1	1	1	1	-	1	7	88%
Jemma Neal	1	1	1	1	-	1	1	1	7	88%
Colin Riordan	1	1	1	1	1	1	1	-	7	88%
Jarryd Purser	1	1	1	-	1	1	1	-	6	75%
Naomi Pickford	-	1	1	1	1	-	1	1	6	75%
Drew Anthony	1	-	1	1	-	1	1	-	5	63%
Albert Robbins	-	1	1	-	1	1	-	-	4	50%
Greg Purser	-	-	1	-	1	1	-	-	3	38%
Attendees	8	9	11	8	8	10	8	6		

We acknowledge & thank Alex, Jemma, & Naomi who will be stepping down from their respective committee roles at the 2025 Annual General Meeting. Their service, leadership, & commitment have been greatly appreciated & have left a strong legacy for incoming members.

Events:

Delivery of some successful club activities:

- Hosting the Junior Country Championships, with 54 club volunteers across the weekend, on canteen & BBQ, playing a crucial role in showcasing our wonderful club
- NAIDOC Round, sporting our beautiful indigenous kit & continuing our commitment to recognition & respect for First Nations culture
- Reunion Day combined with the Reverse Raffle, which brought together past & present members & strengthened wider community connections
- Men's Health Round & Women's Round, both reinforcing our commitment to wellbeing & inclusion
- Junior & Senior Presentation Nights, celebrating team & individual achievements
- across the season of players, coaches & support staff
- Introduction of a family-focused Movie Night, which was very well received & added a new, relaxed social activity to the club calendar for all ages

Acknowledgements:

I would like to extend sincere thanks to all volunteers who contributed their time across coaching, team management, umpiring, events, & club operations. Our volunteers remain the backbone of Greensborough Hockey Club, & their efforts underpin the success of every program we deliver.

Special Mention:

At the 2024 AGM, we were delighted to welcome Stuart Young as a new Life Member in recognition of his long-standing service & contribution to the club. Stuart was instrumental in developing & implementing our very successful summer hockey competition, which is now in its 11th year, & he continues as an active member of the club, supporting events, master's hockey & just be an all-round good guy!

Finally, thank you to the entire committee for their support & collaboration throughout the season. It has been a privilege to work you all.

Laurie Alonzo (Secretary)

Treasurer Report:

Overview:

This report explains the club's financial results for 2024–25 & what they mean for our future.

- Total income from all sources: \$372,721
- Total expenses (before year-end transfers): \$319,935
- Operating loss before transfers to reserves: \$3,377 (deficit)
- Transfer to the pitch replacement reserve (sinking fund): \$15,000
- Final deficit for the year: \$18,377

We almost covered our costs & made the planned contribution to the sinking fund, finishing with only a relatively small deficit. That is better than last year's deficit, but it is still a thin margin. At this level, a few bad breaks, a poor season on the field, or a wet winter can quickly push the club into a much worse position.

The big picture is that the club's current model is only just sustainable. It depends heavily on a small group of volunteers, & it does not yet generate enough surplus to support the programs & facilities we say we want.

Income – What Came In:

Program & other income (excluding bar & canteen) was \$284,572 up nearly \$12,000 on the previous year.

Player registration & match fees were \$160,012 a modest increase. This reflects stable player numbers & slightly higher fees.

Ground & room hire income was \$34,350 slightly lower than last year, mainly because of fewer external hirers.

Fundraising & social event income rose to \$43,009 mainly due to a few strong events that performed well. This shows what is possible when events are planned & supported properly.

Grants, donations & sponsorship income was \$48,290 a little below last year. This area remains important, but it is not a guaranteed or stable source of funds.

Other income was a small net cost of \$1,090 reflecting items such as bank fees & merchant charges that are not recovered elsewhere.

Bar, canteen & merchandise trading remains one of our most important areas for improving financial performance.

- Bar, canteen & merchandise sales were \$88,149 down from \$100,123
- Bar & canteen stock costs were \$27,969
- Uniform & supporter-wear stock costs were \$28,195
- Gross profit was \$31,986 a decrease from \$39,487 last year

These results show how sensitive this area is to how we manage it. When we plan rosters, stock & pricing properly, the bar & canteen can make a significant contribution. When we treat it as an afterthought, much of that potential is lost.

The challenge now is to go further: to improve roster planning, focus on higher-return products, plan for big trading days, & reduce low-return activities. With better systems & more people involved, bar, canteen & merchandise can become a deliberate growth engine, not just something we “make do” with.

Overall, total club income was \$372,721 – almost identical to the previous year’s \$372,865. In simple terms, we worked just as hard to bring in about the same amount of money.

Expenses – What We Spent:

Total expenses were \$319,935 up from \$302,972.

The main components were:

- Hockey program costs of \$202,218 up about \$12,000. This reflects investment in coaching, training, team support & competition costs. Much of this spending is directly linked to delivering hockey for our players.
- Grants & capacity-building program costs of \$2,725 linked to funded projects. These are mostly matched to specific grant income, but they still draw on volunteer time & administrative effort.
- Facilities & finance costs of \$80,944 including pitch hire, utilities, insurance & loan interest. These are largely fixed costs that must be paid whether we have a good year or a bad one.
- Club administration & governance costs of \$6,750 lower than last year. These cover things like compliance, administration tools & governance expenses. Cutting these too far would risk compliance & effectiveness.
- Social & sponsorship activities cost of \$27,299 reflecting the cost of running events & supporting sponsor-related commitments. These costs are acceptable when they are tied to strong income; the key is to focus on events that genuinely deliver a good return.

These are not one-off spikes. They are the ongoing cost of running a club at our current level. If we do not increase sustainable income, we are simply asking the next committee to deal with the shortfall.

Grants, Donations & Sponsorship:

Grants, donations & sponsorship brought in \$48,290. These contributions are crucial, but they come with expectations and, in many cases, specific conditions.

At year end, the club held \$35,598 in grants received in advance. This money is already committed to programs that will run in 2025–26. It is not spare cash & cannot be used to fill gaps in day-to-day operations.

The message here is simple: grant income is extremely valuable, but it is not a substitute for a strong underlying business model. We still need reliable, recurring income from player fees, trading & local support.

Stocktake & Trading Position:

- Playing uniforms: \$11,153
- Canteen stock: \$2,950
- Bar stock: \$3,226
- Merchandise & supporter-wear: \$2,115

In total, stock on hand was around \$19,445 across uniforms, merchandise, bar & canteen.

Holding stock at this level ties up cash & carries some risk if items do not move. The aim should be to keep enough stock to service members & trading days without building up slow-moving or obsolete items.

Balance sheet – What We Own & What We Owe:

- Cash & cash equivalents: \$50,883

- Stock on hand: around \$19,445
- Trade debtors (mainly unpaid fees & invoices): \$21,145
- Turf & other non-current assets: \$220,746

Against this, the club had:

- Bank loan: \$196,730
- Grants received in advance: \$35,598
- Other current liabilities (creditors, accruals & GST): bringing total liabilities to \$246,833

Net assets (total members' equity) were \$65,386 down from \$68,317 the previous year.

Members' equity is made up of:

- Pitch replacement reserve (sinking fund): \$99,847
- Retained earnings (general surplus): \$(34,461)

The sinking fund exists to ensure we can contribute to future pitch replacement. However, the redraw capacity on the loan, & the need to protect the reserve, mean we cannot treat it as money available for day-to-day spending.

In plain terms, the club has a valuable facility & a modest reserve, but relatively little genuine buffer. We cannot afford to ignore the underlying deficit or assume "it will be fine".

What the Numbers are Telling Us:

- We are doing a lot of things, but many of them are only just breaking even once the true costs are counted
- Too much of our income is fragile – dependent on weather, a single event, or a few people pushing hard
- Our fixed costs (facilities, insurance, loan repayments) are high & will not go away

This is the core problem: we are putting more energy into programs, events & day-to-day firefighting without building enough long-term financial strength. Over time, that will limit what we can offer players & families.

Leadership, Governance & Decision-Making:

The financial story cannot be separated from how we lead & govern the club. Bigger decisions – about programs, spending, volunteer roles & priorities – are still too dependent on a small group of people.

Major spending decisions must be linked to clear income plans, & those plans need to be understood & owned by a wider group, not just a few people at the end of the table.

This is not about creating more meetings. It is about sharing responsibility & information so that decisions are better. The figures in this report are a warning & a roadmap. They show that the current way of running the club is only just holding. To change that, the club must act on several fronts at once.

Finance & Governance Priorities for 2025–26:

- Grow bar, canteen & merchandise revenue while improving margins
- Focus on a smaller number of high-impact fundraising & social activities, rather than repeating every event just because it is familiar
- Strengthen sponsorship, donations & non-playing memberships, aiming for more regular, predictable income
- Maintain loan repayments & continue building the pitch replacement reserve
- Require that major new spending proposals, especially for coaching & programs, come with realistic plans for how the additional income will be generated
- Bring more people into planning & governance roles so that financial decisions are a shared responsibility

This is a call to action for every member. If you value the club & what it offers, we need your help – not just to run teams & events, but to build a stronger, more sustainable financial base & to help make hard choices about what we do & do not fund.

Acknowledgements:

Despite the pressures described in this report, many people have worked extremely hard to keep the club running. Coaches, team managers, bar & canteen volunteers, committee members, sponsors & grant partners have all played important roles this year.

The next step is to match that effort with a stronger, broader plan to secure the club's financial future & to support the hockey programs & facilities we want for the years ahead.

Colin Riordan (On behalf of the Committee)

NDHL Summer Hockey Report:

Well, that's a wrap folks, our 10th season that has now come to a close.

I'd just like to thank a few people for helping make this summer hockey work:

- Umpiring Roster - Chayla Reeves for getting the whistle blowers onto the pitch every week
- Team Managers - Naomi Pickford, Simon Dowsett, Nock O'Connell, Michael Coen, Jarryd Purser, Gil Doure, Andrew Adams and Craig Huntley. This just doesn't happen without you guys
- GHC Committee for continuing to help across the summer
- Canteen - Cuz for keeping the Bar Fridge full
- Past Treasurer - Leanne Reeves for helping with Canteen duties and covering for my 2 weeks leave
- Finally, to the 140 strong playing group
- After 10 years, it still amazes me that we come together for a 15 round competition each summer and the eagerness to play has never diminished

Congratulations to Plenty for their Grand Final win this year. These guys finished last in #NDHL9 & I can already hear the banter about team stacking.

I'd like to wish you all well for the coming winter season. Good luck and we'll see you all in Oct-2025.



Stuart Young

Hockey Operations Report:

Men Vic League 1:

As a team we set three goals for 2025:

1. Gain promotion to Premier League,
2. Win every game we play, &
3. Win the Grand Final

We consistently referred back to these goals throughout the season to keep us accountable and focused.

I believe this alignment kept us sharp and motivated right until the end & the realisation that we achieved each of the goals we set was both impressive and significant.

Game Model, Strategy & Coaching Reflections:

The coaching group aimed to implement a game plan designed to carry into Premier League & with minor adjustments, our style and philosophies will remain largely similar to maintain momentum from this season. Player buy-in increased as the season went on as the video sessions (guided by Jordy Rees) showed strong growth in discussions and players recognising non-executed moments. Our game day approach was, “less is more” — do the work during the week.

While having 3 x playing coaches functioned in Vic League, Premier League presents challenges we won't be able to manage with that model. Therefore, the plan is that Josh & Jordy will play while I coach full time on the sideline.

Player Development & Progression:

We brought a number of junior players into the group this year including Cruz Trounce, Will Sorrenson, & Kade Coulthard who trained with us throughout the season & each had opportunities to play or be on the bench which is a strong outcome for emerging juniors.

A number of our players grew significantly during the year, Daniel Retief (17), who was an early fringe player, was clearly top 16 by season's end while Jeff Kitson, Finn Dalton, Clayton Thompson & Michael Cafra, all elevated their individual games. I can foresee that Finn Dalton & Jeff Kitson will be future team leaders.

Leadership, Culture & Team Environment:

We developed a strong team culture, which is social but competitive, driving each other toward common goals. Jackson Van Meeuwen (Captain) led the group exceptionally well & set standards that connected with players of all ages. Finn Dalton who stepped up as Vice-Captain, performed strongly & is a future captain in my view.

Training Program & High-Performance:

The training program was strong and well-timed heading into the season, with no attendance issues throughout the year. As a group, we could have been fitter, but this remains a yearly challenge.

The video work led by Jordy Rees was one of the best additions to the coaching structure this year & the fortnightly sessions had a high level of player participation.

Colin Riordan provided great support to Josh, Jordy, & myself while Bob Aldersea & James Dunell were excellent team managers.

Match Play Analysis

With the ball – We managed to greatly improve our possession & maintained it for longer periods. The “Back 5” structure implemented this season was a major growth area.

Without the ball – Our “Forward Press” worked well when we applied real pressure. However, the need to sit lower, & make the ground smaller, will be challenging but will offer quick-improvement potential.

Our penalty corner attack & defence must improve. Premier League will be a big step up, but we can be competitive if we get details right. However, competing & winning are two different things. Small tweaks to structure, game plan, and individual roles will be essential to stay on the trajectory we want.

Junior Integration & Pathways:

As mentioned earlier, while Cruz Trounce, Will Sorrensen, & Kade Coulthard trained or played with us, they are all still young (U16) & still developing physically.

Playing in Vic League Reserves with a junior-heavy team worked well this year, but Premier League Reserves will make integration of the Junior players harder across all grades.

Recommendation:

Cruz Trounce, Will Sorrenson, & Kade Coulthard, should play in the Premier Reserve team for their continued development, while the other juniors who played in Vic League reserves this year should play in Pennant A or C.

Squad Management & Logistics:

We had strong depth with the more senior payers like Jono Cross & Sam, Northey pushing for selection each week. We didn't experience any real injury issues this year & the high player availability meant we were always able to field our best team.

Off-Field Contribution & Club Connection:

Jeff Kitson & Michael Coen led the group strongly in this area, which showed positive progress even though there is room for improvement.

Priorities & Support Needed for 2026:

Recruitment is a priority as we need another midfielder or defender with Premier League experience.

Continued strong support from the individuals who have been assisting the team in its regrowth, including Jim Irvine (Mentor), John Hooper (Junior Development), Colin Riordan (Hockey Operations), James Dunell & Michael Burgess.

Two to Three Year Outlook:

We must continue to focus on Junior Development while keeping the current group together & continuing to build winning culture. The only concern is that we must avoid returning to Vic League as it may severely affect both the current group and developing juniors.

Heath Simpson (Coach)

Women Vic League 1:

The 2025 season was an extremely successful year in a number of areas. The most obvious being promoted back into Premier League.

The team had 26 different players contribute during the year resulting in 18 wins, 3 draws & 1 loss to finish second at the end of the regular season. After strong preliminary final results, the team went on the defeat Monash Uni 4-1 in the gr& final.

The teams best & fairest was Courtney Rudd, the top goal scorer was Stephanie Riordan. The most improved player was by Piper Pickford & the most promising junior was Elsa Holly.

I would like to thank the following people whose contributions this year were so appreciated by myself & the playing group:

- Nick O'Connell (Assistant Coach) as the assistant coach. He was a great sounding board for myself & helped me out immensely.
- Teresa Retif (Manager) did a wonderful job & I know myself & the team really appreciated her efforts
- Albert Robbins who undertook all our video reviewing, just an outstanding job.
- Alana McQueen (Captain), who always leads by example in setting a high standard at games & training.
- Natalie Lander for designing & running the pre-season fitness program. We were so lucky to have her expertise to prepare for the season
- Colin Riordan in his capacity as Hockey Operations Manager for his ongoing support & also
- John Hooper for his advice & knowledge. The list of names above highlights just how many people are required to deliver a quality & successful hockey program.

Lastly, the playing group, you embraced every idea & change we implemented & took the "steps" back to Premier League. I believe the future looks bright with so many emerging young players, 8 of the 16 gr& final team were 18 years old or younger. We were also recognised by the VL1 coaches with Alana McQueen, Stephanie Riordan, Ashlyn Reeves & Courtney Rudd being named in the VL1 team of the year.

Peter O'Connell (Coach)

Senior Team - Summary:

Team	Result	Coach	Manager	Best & Fairest	Most Improved	Goal Scoring
Men VL1	1st	Heath Simpson	Bob Aldersea	Jordan Rees	Jeffrey Kitson	Jordan Rees
Women VL1	1st	Peter O'Connell	Teresa Retif	Courtney Rudd	Piper Pickford	Steph Riordan
Men VLR	2nd	Mat Trounce	James Dunell	Cruz Trounce	N/A	Daniel Mirecki
Women PLR	2nd	Courtney Jacklin	Simon Dowsett	Georgia Logan	N/A	Celine Griggs
Men PA	2nd	Jordan Cowley	Drew Anthony	Mat Boylen	Ned Polidano	Daniel Gibbs
Men PC	3rd	Greg Purser	Joe Raso	Stephan Marks / Paul Kennedy	Mark Thompson	Jarryd Purser
Women PC	6th	Greg Pickford	TBC	Tina Horwood	Mikayla Spare	Naomi Pickford
Men M1	7th	-	Marcus Ludwick	Jack Porthouse	Roop Singh	Brendan Moncrief
Men Open	2nd	N/A	Will Creed	Nick O'Connell	N/A	Nick O'Connell
Women 35+	1st	N/A		Steph Riordan	N/A	Steph Riordan
Men 45+	1st	N/A	Simon Dowsett	Andrew L'Estrange	N/A	Ben Hopkins
Women 45+	1st	N/A	Wendy Ludwick	Amanda Mai	N/A	Naomi Pickford
Men 60+	6th	Greg Purser	Murray Guy	Kevin McLaughlin	N/A	Tony Bartholomeuzs

MPL - Players Player	Jordan Rees
WPL - Players Player	Courtney Rudd
Kiwi Award (Best Club Person)	George Mirecki
Rick Purser Trophy (Most Promising Junior Boy)	Cruz Trounce
Daniel Green Trophy (Most Promising Junior Girl)	Elsa Holey
Most Improved Senior (Male)	Jeffrey Kitson
Most Improved Senior (Female)	Piper Pickford

Junior Team - Summary:

Team	Result	Coach /Trainers *	Manager	Best & Fairest	Coaches Award	Fair Play Medal
U18 M District	8th	Talen Rees	Justin Porthouse	Ilse Dunell	Molly McFarlane, Imogen McIntosh	Caelen Robertson
U16 B Shield	6th	Jeffrey Kitson	Harinder Giri	Felix Dunell	William Sorensen	Toby McPhan
U16 G Shield		Emma Ludwick* Alyssa Azrien*	Shared role with DHC	Elsa Holly	Amy Ward	Jessica Hampel
U16 M District	4th	Mark Ford	Michael Burgess	Leben Rowe	Hamish Werner	Alec Porthouse
U14 B Shield	2nd	Michael Trounce	Manpreet Singh	Cruz Trounce	Jensen Meyer	William Green
U14 G Shield	5th	Sam Mahoney, Damon Hartung	Mikayya Spare	Jasmin Hartung, Stella Jones	Erin Petersen	Emma Foley
U12 G Pennant	2nd	Sheree Johansen	Louisa Knell	Poppy Knell	Olive Maurer	Elsie Creed
U12 B Pennant	3rd	Justin Cheesewright, Peter Mutton	Eleanor Williams	Tom Holly	Liam Taylor	Matthew Allen
U12 (1/2 field)		Dane Van Meeuwen, Marten de Man	N/R	Oliver Wynne	Cody Robinson	Jasper Creed
U10/U8 teams		Tegan de Man, Michael Coen, Morgan deMan, Steven Maloney, Daniel Mirecki, Phil Taylor, Toby McPhan	N/R	N/A	N/A	N/A
Development Program		John Hooper	N/R	N/A	N/A	N/A
Hook 2 Hockey		Carol Brewster, Colin Riordan	N/R	N/A	N/A	N/A
Goal Keeping		Toby Raper	N/R	William Green	N/A	N/A

Hockey Operations Cost Pressures, Junior Pathways, Player Retention & Senior Performance:

The competitive environment for Premier League hockey has tightened. With fewer Premier League teams, competition for talented juniors has intensified, & the remaining Premier League clubs are now recruiting more aggressively. This is amplified by Hockey Victoria's expanded talent identification programs, including Academy pathways, which make it far easier for clubs to see where promising juniors are playing & to target them directly. For Greensborough, this means that if we do not offer a strong junior coaching program, our juniors are now significantly more likely than five years ago to move to a club that does.

This makes junior coaching both a development & a retention issue. To produce future Premier League-standard players, juniors need higher-quality coaching earlier: fundamentals, better decision-making, & exposure to game structures that mirror senior hockey. If this is not provided, senior coaches are forced into remedial work when players reach higher grades, which either drags down senior performance or increases the need to hire more expensive, highly skilled senior coaches to close the gap quickly. At the same time, juniors & their families are aware of which clubs provide stronger programs & will act accordingly.

Historically, Greensborough has relied on incentivising senior players through fee rebates to coach juniors. This model still has value & will continue, but it no longer covers the club's full coaching requirements. There are several constraints:

- The senior playing group is now smaller, so there are fewer potential coaches even with rebates on offer.
- The expectations & complexity of junior coaching have increased, making the time & responsibility less attractive to senior players balancing work, study, & playing commitments.
- To protect coaches from burnout & improve quality, coaching needs to be broken down into more specific & manageable roles (head coach, assistant, age-group coach, specialist skills coach). This increases the total number of coaching positions needed across the club.
- Some of these roles, particularly specialist or higher-responsibility positions, cannot be filled reliably through fee rebates alone & will need to be paid in cash.

On top of this, the demands of Premier League hockey at the senior end have risen sharply. High-performance delivery now expects structured, periodised training plans, detailed tactical systems, video & opposition analysis, specialist goalkeeping & set-piece coaching, & integrated strength & conditioning. Volunteers still contribute meaningfully, but the time, expertise, & consistency required for this level of program are beyond what most volunteers can sustain.

Taken together, these factors create a structural cost pressure inside hockey operations:

- At the base, we require a larger, better-organised junior coaching structure to both develop players & retain them in the face of increased external recruitment, supported by a mix of fee rebates & paid roles
- At the top, we must maintain specialist, high-performance senior coaching to remain competitive at Premier League level
- Structurally, breaking coaching into more roles to make them sustainable increases the total number of coaches required, which raises both rebate outlays & direct coaching payments

Because volunteer capacity & senior-player-based incentives can no longer keep pace with these rising expectations— & because talent identification programs have made the junior market more open & competitive—Greensborough must fund an increasing share of coaching through paid or financially incentivised roles. This is now the largest & fastest-growing component of the hockey operations budget.

Colin Riordan (Hockey Operations)

Vic Health Program:

Building the Foundations for Long-Term Cultural & Volunteer Development:

In 2024 we secured a \$30,000 grant from Vic Health & this project is now in the planning & research stage. It is not yet something people will see fully operating at the club, but the funding has given us the chance to pause, take a step back, & look carefully at how community sports clubs across Australia are working. Instead of rushing into new programs, we are first trying to understand what actually helps clubs like ours, & what creates extra pressure or confusion.

During 2025, the main focus has been learning. We have been looking at how other volunteer-run clubs deal with common problems: finding enough volunteers, keeping people interested, supporting mental health & wellbeing, & building a positive culture. We have been asking a simple question: if a club like ours wants to improve, what has already worked somewhere else, & how could that be adapted to Greensborough? This stage is quieter & less visible, but it is important for making good decisions later.

One clear message from this work is that knowing about problems is not the same as fixing them. In the past, we have sometimes been able to describe issues quite clearly—things like communication gaps, volunteers feeling overloaded, or uncertainty about who is responsible for what. But turning that understanding into steady action has been harder, especially when people are busy & time is limited. The project is trying to learn from this, without blaming anyone. The aim is to move from “we can see what is wrong” toward “here is the next small, realistic step we can take”.

Volunteers are central to this. The research shows that many clubs struggle not because people do not care, but because roles are unclear, too big, or not well supported. When that happens, it is difficult for someone to say “yes” to helping, or to feel confident in what they are doing. As part of this project, we are working on ways to make roles clearer, smaller where needed, & more meaningful. That means thinking about what each role really involves, how much time it should take, & what support is available. The goal is for more people to be able to do something useful for the club, without feeling overwhelmed.

A significant decision from the research phase has been to sign up to the SALT Clubs with Heart program. This program offers a structured way to build culture, set expectations & support people in community clubs. It gives us a framework to work within, instead of starting from scratch. Clubs with Heart will be an important part of how we put the project into practice, especially around behaviour, respect & connection. But the project is wider than this one program. It also includes improving communication pathways, planning training for coaches & volunteers, strengthening governance, & building wellbeing & inclusion into ordinary club activities.

For the rest of 2025, the project will stay in this preparation stage. Work will continue on tidying up role descriptions, planning how to support volunteers & coaches, & looking at how information moves through the club. We want to make it easier for people to help in ways that fit their life. That may mean more short-term tasks, clearer invitations to get involved, & simple handover notes so no one feels they have to “reinvent the wheel”.

The bigger shift will come in 2026. When the club returns after the summer school holidays, we will begin to bring Clubs with Heart & the other elements of the project more clearly into everyday club life. This will happen slowly & steadily. It will show up in pre-season meetings, in how we support coaches & volunteers, in team standards, & in the way we communicate across the club. Alongside this, we will be inviting more members into more meaningful roles, both large & small, so that the work of improving culture, wellbeing & communication is shared more widely.

For this to work, many people will need to make some level of personal investment in the club’s future. That does not mean everyone taking on a big position. It might mean agreeing to a small, defined task, backing changes to how we communicate, turning up to a session, or simply modelling the kind of behaviour we want to see at Greensborough. The idea is that, with the help of the VicHealth grant, a carefully thought-out plan, & the steady involvement of members, the club can move from a learning phase in 2025 into real, lasting improvements in 2026 & beyond.

Volunteering:

Lifeblood of the Club:

Greensborough Hockey Club runs on volunteer effort. Coaches & team managers, bar & canteen crews, event organisers, committee members, tech helpers, photographers & social media contributors all give their time because they value what the club provides to players & families.

In 2024–25 this commitment was again obvious. People arrived early, stayed late, filled gaps at short notice & quietly took care of the many tasks that make training nights & game days work. Much of this work is visible at the pitch; just as much happens out of sight.

The pressure points are not where most people think. Match-day & event roles continue to attract willing helpers. The real strain sits behind the scenes. Administration, logistics, communication & governance roles do not have

enough people. Answering member enquiries, managing registrations, maintaining systems, preparing reports, meeting compliance requirements & planning for the future are now concentrated in a very small group. Many of the volunteers who previously held these responsibilities have already stepped back. Because this has happened quietly, large parts of the club have not yet realised how much capacity has been lost. The need for volunteers in these areas is real & immediate, even if it is less visible than game-day jobs.

Members often suggest that the answer is more personal approaches & fewer broadcast messages. Direct conversations do help. But advice about what “the club” should do only goes so far. What is missing most is a shift from “I’m happy to help if someone asks me” to “This is something I can take on.” When people wait to be approached, the burden stays with the same few. The club moves forward when more members simply decide, “I can do this to help,” & act.

Over the past year the committee has been working on a clearer picture of a role that can support this change: a Volunteer Coordinator. Right now, this role exists only on paper; no one is appointed to it. That gap matters. Surveys & feedback show that many members are willing to help but are unsure what is needed or how to get started. Without someone responsible for connecting that willingness to specific tasks, much of the club’s volunteer potential remains unused.

We do not expect one person to carry this alone. The most realistic model for Greensborough is a small Volunteer Coordination team that shares the role. For example, one person could focus on game-day & event roles, another on administration & governance tasks, & another on keeping lists up to date & communicating with volunteers. Sharing the responsibilities in this way makes the workload manageable & allows people to contribute where their skills & time are the best match.

The core functions of this team would be to:

- Map out volunteer needs across the year & identify critical roles early
- Talk directly with members about how they can help & match them to suitable roles
- Offer flexible options such as shared positions, short projects & time-limited commitments
- Provide straightforward onboarding & a clear contact point for questions & support
- Maintain simple rosters & records of who is doing what & for how long
- Report regularly to the committee on areas of strength, stretch & risk

This coordination work would also strengthen the link between volunteers & club leadership. It would help ensure that new ideas & programs are assessed not only for their value to members, but also for whether we have the volunteer capacity to deliver them.

Without a more systematic approach to volunteering, our ability to run programs, manage finances responsibly & plan for future facility needs will continue to be limited by the capacity of a small number of people.

At present, parts of this coordination are handled informally by a handful of individuals on top of their other roles. That arrangement is not sustainable. To make full use of the goodwill in our membership, the club needs to move from an ad hoc approach to a structured one – & that means forming & supporting a Volunteer Coordination team. Establishing this team is a priority for 2025–26.

Greensborough has many members who are prepared to help. The next step is a culture where more people move from “I will help if I am asked” to “I can take responsibility for this piece.” A Volunteer Coordination team will make it easier to connect offers of help with real needs, but lasting change depends on all of us. If you see a way you can contribute – whether in a small defined task or as part of the coordination team – we encourage you to speak with a committee member. When more members step forward unprompted into clear, manageable roles, the load on our most stretched volunteers eases & the club’s capacity to deliver the programs & experiences our community expects becomes much stronger.

Sinking Fund Report:

This report explains:

- What the Club’s sinking fund is & how it works
- How it relates to our synthetic pitches
- What our current saving pattern means for future replacement costs
- The limits around grants and extra borrowing
- How this connects to future budgets
- Some practical steps for the Committee & members to consider

What the sinking fund is for:

The sinking fund is the Club's long-term savings account for big jobs that do not come up every year but are expensive when they do. Typical examples include:

- Replacing the synthetic playing surfaces
- Major building repairs or upgrades
- Large items of equipment or infrastructure.

These are not costs that can usually be covered out of a single year's budget. If we do not plan ahead, a future committee can be left with a very large bill & only a few options, such as fee increases, urgent fundraising, or a new loan.

The sinking fund is intended to spread these costs over many years. By putting some money aside each year, we reduce the chance of sudden financial pressure when a replacement is needed.

How sinking fund contributions are meant to work:

Each year, as part of the budget process, the Club decides how much money to move into the sinking fund.

In making that decision, it is sensible to look at:

- Which big projects are on the horizon (eg) Surface replacement
- How much those projects are likely to cost
- How many years of useful life are left in the current asset
- How much costs might rise over time (inflation & building cost changes)
- Whether we are likely to require borrowing alongside our own savings

The general idea is that, over the life of an asset, the Club gradually builds up a good portion of the money needed to replace it, rather than leaving most of the problem to future members.

Year-by-year review & the 2026 budget:

For the 2026 budget, the Committee will need to:

- Update cost estimates for GRN-2, GRN-1 & any other major projects
- Review how long each surface & major asset is expected to last from this point
- Form a realistic view of how much extra the Club could comfortably borrow if needed

If updated information shows that costs are higher, that asset may need replacing sooner, or that borrowing capacity is not as strong as previously thought, then it would be reasonable to lift the planned contribution to the sinking fund as far as the overall budget allows.

That would mean planning for a larger surplus at year end. In practice, this involves a mix of firmer revenue settings (eg) membership, sponsorship, fundraising, canteen & events) & careful management of day-to-day spending.

What is the Current Situation with Surface Replacement?

- The surface on GRN-2 was installed in 2010
- As it was an early installation of its type, the life span is not completely certain, but it is still playing well

At present, the greatest risk is not general wear, but the seams. If the seams start to come apart, the surface may become unsafe quite quickly & the ground could become unplayable with little warning.

The Club has been spending more on maintenance to keep GRN-2 in good condition & to help extend its life. This is helpful, but cannot remove the risk that seam failure may force a replacement decision earlier than we might like.

A simple funding example for GRN-2

To give a sense of scale, consider the following planning example:

- Assume the cost to replace GRN-2 is about \$600,000 & replacement is planned for 20 years

In that case, a simple way to think about it is, 600,000 dollars ÷ 20 years = \$30,000 dollars per year

If we had been able to set aside roughly that amount each year over a full 20-year period, we would be in a stronger position now.

What the current Sinking Fund balance implies:

Contributions to the sinking fund in recent years have been well below \$30,000 per year & we also drew down \$90,000 for our contribution to the new clubrooms in 2020. When we take into account:

- The current sinking fund balance, and
- GRN-2 already being around 15 years old,

a more realistic picture emerges. To be in a position to fund most of a GRN-2 replacement from our own reserves, current estimates suggest the Club would need to be moving around \$100,000 per year into the sinking fund over roughly the next five years.

That figure is not a decision in itself; it indicates the gap between where we are & where we would like to be.

If we are not able to move close to that level over time, it is likely that a significant portion of any GRN-2 replacement project would need to be covered by borrowing.

There are still unknowns:

- The final replacement cost of GRN-2 will depend on timing, design choices & market conditions
- The amount of any loan would depend on the Club's position & the lender's views when the time comes
- Nillumbik Council may not agree to guarantor our next loan as it did for GRN-1 in 2018
- A seam failure could bring forward the replacement timeline.

For these reasons, GRN-2 is best viewed as a medium-term risk that needs ongoing attention rather than an immediate emergency.

GRN-1 Surface Replacement:

The GRN-1 surface is also expected to require replacement in another ten years. This means the Club is looking at a sequence of major projects over the coming decade & beyond, not just a single one-off item.

Grants & Government Support:

Experience across community sport suggests that routine replacement of existing synthetic pitches is not a common target for government grants. When grants are provided, they are often aimed at:

- Building new facilities, or
- Significant upgrades that add new capacity or features.

On that basis, it is safer to treat any future grant for pitch replacement as a welcome bonus rather than something we can count on in advance.

Borrowing & Lender Expectations:

Borrowing is another part of the funding mix, but the Club's ability to increase its loan facility is not fixed in advance.

Any future loan offer would depend on factors such as:

- How confident the bank is that the Club can meet the repayments on a larger loan
- The quality & clarity of the Club's financial records & reporting
- Overall economic conditions & interest rates at the time
- The bank's attitude to risk when an application is made.

To support a future conversation with a bank, the Club is likely to need:

- A straightforward business plan explaining the project, the funding mix & the repayment approach
- Well-organised budgets & forecasts, showing how the Club expects to manage its commitments.

Continuing to improve financial systems & reporting will help both internal decision-making & any later engagement with lenders.

Given the uncertainty around grants & borrowing, it is more realistic to assume that a large share of future replacement costs will need to come from the sinking fund, with loans used to bridge any remaining gap.

CLUB STATISTICS & ACHIEVEMENTS:

Membership Type	Female	Male	2025	2024	2023	2022	2021
Life Member	6	14	20	19	19	19	19
Non-Playing (1)	32	102	148	144	124	58	60
Mid-Week Competition	34	52	86	88	90	72	59
Weekend Seniors	58	82	140	145	150	130	118
NDHL – Summer (2)	9	15	24	24	25	29	36
Juniors (U12-U16)	52	58	110	102	102	116	120
Local Juniors (H2H)	41	49	90	90	88	80	70
Total	232	365	618	612	598	504	481

Notes: 1. Non-Playing includes those registered to attend the annual "Burra Reunion".

2. NDHL - Seniors only counts "dual" club players

AUSTRALIAN REPRESENTATION:

Masters – (45+) Greg Robertson **(60+)** Phil Frost, **(65+)** Kevin McLaughlin, Greg Purser **(70+)** Carol Brewster **(75+)** Barry Collins.

VICTORIAN REPRESENTATION:

Masters:

(35+) Toby Raper **(40+)** Ben Hopkins **(45+)** Greg Robertson, Matthew Selby **(50+)** Matthew Trounce, Joe Raso, Brenten Coulthard (Manager), James Dunell **(60+)** Phil Frost, Mark Lendon **(65+)** Greg Purser, Kevin McLaughlin, Andrew Crowley, Andrew Small **(70+)** Geoff Lewis, Carol Brewster **(75+)** Mark Ford (Coach), David Spiden, Barry Collins **(80+)** Chris O'Dempsey

HC Melbourne Futures:

Daniel Retief, Aimee Retief, Piper Pickford, Elsa Holly

Juniors:

U18: Daniel Retief, Piper Pickford, Ilsa Dunell. U16: Aimee Retief, Elsa Holly, Aidan Carmody, Felix Dunell, Kade Coulthard, Harseerat Kaur, Naunihal Singh. U14: Cruz Trounce, Liam Patford, Ruby Shinn-Mahoney

Junior State Championships:

Aaymaan Deol, Aidan Carmody, Aimee Retief, Claire Coulthars, Connor Patford, Cruz Trounce, Daisy Hartung, Daniel Lighter, Daniel Retief, Elsa Holly, Harseerat Kaur, Ilse Dunell, Imogen Bartel, Jashandeep Deol, Jasmine Hartung, Kade Coulthard, Liam Patford, Manroop Singh, Naunihal Singh, Piper Pickford, Piper Wynne, Poppy Knell, Ruby Shinn-Mahoney, Stella Jones, Tom Holly, Will Sorenson.

School Sports Victoria:

William Sorensen, Kade Coulthard, Aimee Retief, Felix Dunell, Aaymaan Deol, Naunihan Singh, Paramdeep Singh, Piper Wynne, Daisy Hartung, Stella Jones

LIFE MEMBERS:

No	Surname	Year	No	Surname	Year
1	Rick Purser*	1965	14	Paul de Man	2006
2	Arthur Stadus*	1967	15	Carol Brewster	2008
3	Jim Irvine	1969	16	Colin Riordan	2008
4	John Glover*	1976	17	Bob Aldersea	2009
5	Jim Wilson*	1978	18	Henry de Man	2010
6	Doug Stewart*	1980	19	Lex de Man	2010
7	Bruce Smith	1989	20	Jean Bates (Purser)	2014
8	Don Ayres	1992	21	Robert Kennedy	2015
9	Carlie Day	1994	22	Yvette Consolino (Sherlock)	2019
10	Murray Guy	1997	23	Helen Mirecki	2019
11	Greg Purser	1998	24	Deb Purser	2019
12	Ian Ludwick	2000	25	Stuart Young	2024
13	Michael McLean* (Snr)	2004			

SENIOR NATIONAL CHAMPIONSHIP REPRESENTATIVES:

OUTDOOR:

No	Name	Playing Years	No	Name	Playing Years
1	Rick Purser	1953-60	1	Lauren Austin	2002, 06
2	John Purser	1963	2	Emily Riordan	2003, 05, 12
3	John Glover	1967	3	Rachael Lynch*#	2004-05, 07, 09-20
4	Jim Irvine *#	1967-84	4	Tegan Riordan	2006-07
5	Adrian Lumb	1972-75	5	Stephanie Riordan	2009-13
6	Lance Scholes	1973-76	6	Hana Peake	2010-13, 15
7	Don Ayres	1974-78, 80	7	Lucy Ockenden	2010, 12, 14-15
8	John Creamer	1975-76	8	Kylie Myth	2011
9	Paul de Man	1978-85, 87	9	Alana Butler	2013
10	Greg Purser	1979	10	Alana McQueen	2014
11	Trevor Johnston	1980	11	Nicola Hammond	2016-19
12	Lachlan Vivian-Taylor *	1998-01, 03			
13	James Elmer	1999			
14	Michael Trounce	1999-01			
15	Jason Manos	1999-03		AUSTRALIAN Representative	Years
16	Alex Sneskov	2000, 02	1	211 - Jim Irvine #	1969-84
17	Andrew Monte	2002-09	2	Ump - Jack Marjanovic #	1980-84
18	Daniel Mirecki *	2004-08, 10-14	3	324 - Lachlan Vivien Taylor	1998-01
19	Ian Smythe *	2004-10	4	363 - Ian Smyth	2007
20	Glenn Simpson *	2005-16	5	419 - Rachael Lynch #	2006-21
21	John Doyle	2006-07	6	374 - Glenn Simpson	2009-15
22	Malcolm Kemp *	2006-12	7	385 - Malcolm Kemp	2010
23	Josh Pollard *	2006-18	8	397 - Daniel Mirecki	2013
24	Heath Simpson	2009-14, 17	9	409 - Tim Cross #	2015-16, 19-25 (IE)
25	Tyler Cowley	2011	10	414 - Josh Pollard	2016-17
26	Sam Fraser	2011-12	11	415 - Casey Hammond	2016-17
27	Byron Walton	2012, 15-16			
28	Gordon Zull	2013-14		OLYMPIANS	Years
29	Casey Hammond *	2013-17	1	Jim Irvine (Player & A/Coach)	1976, 80, 84, 00
30	Tim Cross *IE#	2014-18	2	Lance Carey (CAN)	1976
31	Ashley Bingle	2017	3	Jack Marjanovic (Umpire)	1984
32	Jordan Rees	2023-24	4	Rachael Lynch	2016, 20
			5	Tim Cross (IE)	2024

*Australian Senior Team, # Olympic Games, IE (Ireland), CAN (Canada) AC Assistant Coach

INDOOR:

No	Name	Years	No	Name	Years
1	Rowan Cumpston	1994	1	Emma Aldersea	1995-96
2	Matthew Trounce*	1995-01, 04, 06-07	2	Lauren Austin*	2005-06
3	Chris Grant	1997	3	Emily Riordan*	2001-13
4	Tony Lander	1997-98	4	Rachael Lynch	2007
5	David Tilker	1998-03	5	Tegan Riordan	2006
6	Peter Vivian Taylor	2004	6	Lauren Brook	2008-09
7	John Doyle	2004-06	7	Stephanie Riordan*	2008-10, 12-13
8	Matthew Pain	2005	8	Sarah Kutroli	2010
9	Matthew Pollard	2006	9	Hana Peake	2014
10	Ian Smythe	2008	10	Mel Houghton-Sims	2018-19
11	Jonathan Cross	2015			
12	Ashley Bingle	2023			

*Australian Indoor Team

PREMIERSHIPS (WINTER COMPETITION):

Year	Seniors	Masters	Juniors	Total
1961	-		-	-
1962	MA2		13N	2
1963	-		15A, 15N	2
1964	-		16N, 12A, 12N	3
1965	-		14N, 12N	2
1966	ME, MC		14A, 14N	4
1967	-		14A	1
1968	WE		-	1
1969	-		16A	1
1970	MD		16A, 12N	3
1971	-		16A	1
1972	MB, ME		12N	3
1973	MF		-	1
1974	MA1, WE, WD		G16N, M12A	5
1975	-		-	-
1976	MB1, MD4		M16P	3
1977	MG1		G16E, M12N	3
1978	MNWB, MNWD		-	2
1979	MSL1, MNWB, MNWC, WD, WE		M14N	6
1980	WEE, WDE, WDC		-	3
1981	MEA, MED, WCE, WEE		M16P, M10P	6
1982	WBE		M10N	2
1983	MNWB		M17A, G15S,	3
1984	WNE		M11E	2
1985	-		-	-
1986	MPA, WBN		-	2
1987	MPA, WBE		-	2
1988	WSL4, MPA		-	2
1989	WSL3		M17P	2
1990	-	-	M13P	1
1991	-	-	-	-
1992	MSL2	-	-	1
1993	-	-	M13A	1
1994	MSL2	V40A	-	2
1995	-	-	M15N, M13N, M11P	3
1996	-	-	-	-
1997	MSL2, W3N	-	-	2
1998	W4N	-	-	1
1999	MSL1, MPD, M2W, W5N	-	G15P, M11A, M11N	7
2000	MM3N, W4N	V40C, V40D	G17A, M15N, M11A	7
2001	W3S	-	G17A, G17N, M13A, M13N	5
2002	WSL2, MPB, MM2, MM3	V40A	G17A, G17N, M15A	8
2003	MPC, MM1, MM2, MM3, MM4, W3N	V40C	M17A, M17P, G17A, M15A	11
2004	MPA, MPD, MM2	-	M17A, M11A, M11P, M11N	7
2005	MM3, W4N	-	M17A, M17P, G15A, M13A, M13N	7
2006	MSL1, WSL1, MM2	-	M13A	4
2007	MSL1, MPB, MM1, MM2	-	M13A, M11A	6
2008	MPA, MPC, MM1, WM3, MM4	-	M15A,	6
2009	WSL1, MM3	-	M17N, M15P, G13A	5
2010	MM1	V50A, V40C	G17N, M17N	5
2011	WSL1	V40B	M17N	3
2012	MSL1, WSL1	-		2
2013	WPL1, MPC	V45C	M16P, G16P	5
2014	MPL1, WM3	M35B, W35B	G16P	5

Year	Seniors	Masters	Juniors	Total
2015	MPL1	-	M16P	2
2016	MPR	M50B, W35B		3
2017	-	M50B, W35B	G16P, M12	4
2018	-	-	M16P, G14P	2
2019	-	-	-	-
2020	Season cancelled - COVID	-	-	-
2021	Season cancelled - COVID	-	-	-
2022	-	W35A	-	1
2023	MM2	W35A	G16B, B14B	4
2024	-	W35A	-	1
2025	MVL1, WV11	W35, W45, M45	-	5
Total				193

HOCKEY VICTORIA AWARDS:

Premier League 1 - Best & Fairest

Men - Fin McNab Medal	
2002	Lachlan Vivian-Taylor
2003	Andrew Monte
2004	Lachlan Vivian-Taylor
2011	Daniel Mirecki
2025	Jordan Rees (VL)

Women - Don Vincent Medal	
2011	Emily Riordan

Premier League 1 – Goal Scoring

Men - Colin Batch Medal		Goals
2005-09	Andrew Monte	TBC
2010	Gordon Zull	40 *
2011	Gordon Zull	27
2012	Gordon Zull	44 *
2015	Gordon Zull	26
2025	Jordan Rees (VL)	38

Women - Louise Dobson Medal		Goals
2009	Stephanie Riordan	TBC
2012	Stephanie Riordan	26
2025	Stephanie Riordan (VL)	29

* HV Record