



Motion for temporarily extending the tenure of the current Chair

Proposed Motion

That the tenure of the Hoci Cymru Chair is temporarily extended.

1. Background

Hoci Cymru has sought external legal advice to clarify the position of the Chair in relation to tenure limits set out in the Company's Articles of Association. This advice has confirmed that, under the current Articles of Association, where an individual ceases to be a Director, they must also automatically cease to hold office as Chair.

The current Chair has served three consecutive terms as an elected Director, amounting to nine continuous years, and therefore will become ineligible to continue as a Director at the conclusion of the current term. As holding the office of Chair is contingent upon being a Director, this position would ordinarily require the Chair to step down at that point.

Legal advice further confirms that, should the organisation wish to extend the tenure of the Chair beyond this period, this would require an amendment to the Articles of Association, approved by the membership through a Special Resolution and subsequently filed at Companies House.

The rationale for this proposal is based on three interrelated priorities, all of which coincide within the same timeframe and present significant expectations on Board leadership:

1. External Strategic Leadership and Relationships

A new Great Britain Hockey President has taken office, alongside the commencement of a major strategic project on the future direction and structure of GB Hockey. These developments will require established relationships, sector knowledge and credibility to ensure Wales' voice is strong and influential within UK-wide strategic discussions. Continuity of leadership at Chair level is considered materially beneficial in safeguarding Wales' interests during this period.

2. System-Level Change: Schools and Funding Landscape

Hoci Cymru is awaiting the outcomes of the national school sport survey, alongside the confirmation and mobilisation of a new four-year funding agreement. Together, these will shape participation pathways, investment priorities and delivery expectations across the sport. Chair leadership with deep organisational knowledge will be critical in supporting strategic decision-making, stakeholder assurance and alignment with partners.

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3. **Orderly Recruitment and Handover**

Extending the Chair's tenure would enable the Board to conduct a full, open and well-managed recruitment process, alongside a structured handover period. This reduces risk and avoids placing unreasonable expectations on a newly appointed Chair to immediately lead complex strategic work without prior organisational knowledge, historical context or established relationships with key stakeholders.

The current Chair's experience, institutional memory and established consent-based leadership approach are viewed as enabling a stable and credible transition through all three priorities, while creating the right conditions for the successful appointment and induction of a future Chair.

The Board of Directors considers there is sufficient strategic and organisational justification to pursue such a change at this time.

2. **Proposal**

That the tenure of the current Chair is temporarily extended.

This motion seeks to maintain continuity of leadership through a critical period of external change and strategic significance for the organisation.