ANNUAL GENERAL MEETING MINUTES

Date: 30 March 2026
Time: 19h30
Platform: Remote Meeting
Duration: 54 minutes

Attendance Register

Heine Engelbrecht	President – SAUSF
Linda Stephen	Secretary General – SAUSF
Sandra de Kock	Treasurer – SAUSF
Henry Moyo	Communications and Development Officer – SAUSF
Janie Stephen	Director of Compliance & Integrity - SAUSF
JD Aucamp	Head of Coach Education and Development - SAUSF
Michael de Villiers	Head of Technical Officials - SAUSF
Kevin Cooke	President - SAUWHF
Don Solomon	President - SAUFF

Apologies:

- FC van Niekerk

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1. Welcome

The meeting was opened by the President, **Heine Engelbrecht**, who welcomed all attendees. It was confirmed that the AGM was duly constituted in accordance with the constitution, with notice having been provided in time.

2. Roll Call and Apologies

As per the attendance register above.
Apology noted from FC van Niekerk.

3. Matters Arising from Previous Minutes

The previous minutes were accepted.

- **Proposed:** Sandra de Kock
- **Seconded:** Janie Stephen

4. Treasurer's Report

The Treasurer, **Sandra de Kock**, presented the financial overview (unaudited, currently with auditors).

Key Points:

- Income received:
  - R8,000 – Underwater Hockey affiliation
  - R4,000 – Spearfishing affiliation
- Main expense:
  - CMAS affiliation fees (including bank charges)

Financial Position:

- Limited financial activity during the year

Bad Debt:

- R10,202.39 outstanding from SA Freediving (SAFF)

Discussion:

- Difficulty engaging SAFF despite multiple attempts
- Concerns regarding international participation outside SAUSF structures

Resolution:

- Debt will **not be written off at this stage**
- Further recovery actions to continue

5. President's Report

Presented by Heine Engelbrecht & Linda Stephen

A comprehensive report reflecting on governance progress, stakeholder engagement, international participation, and the key challenges experienced during the year was delivered.

5.1 Governance and Structural Developments

Over the past year, the Federation has prioritised strengthening its governance framework in alignment with SASCOC requirements.

Key progress includes:

- Formalising governance structures to improve accountability and operational efficiency
- Appointing dedicated portfolio leads to strengthen delivery in critical areas, including Compliance & Integrity, High Performance & Athlete Development, Coach Education, and Technical Officials

- Expanding capacity through consultative and advisory roles to support strategic direction and governance alignment

These steps have laid a stronger foundation for sustainable growth and improved organisational effectiveness.

5.2 Strengthening Ties with Affiliates and Stakeholders

The Federation has made a deliberate effort to improve engagement and collaboration with stakeholders at both national and international levels.

Key activities included:

- Participation in the SASCOC AGM (2025)
- Ongoing attendance at Department of Sport, Arts and Culture (DSAC) and SASCOC engagements
- Active involvement in CMAS commissions through South African representatives
    - Angelo Spada – CMAS Spearfishing Commission
    - Linda Stephen & Pamela Mackor – CMAS Underwater Hockey Commission

These engagements are essential in ensuring that South Africa maintains a voice internationally while strengthening relationships locally.

The continued representation of South African officials on international bodies enhances credibility and ensures alignment with global developments in underwater sport.

5.3 International Participation and Achievements

The Federation reported positively on international participation during 2025, particularly at the CMAS Underwater Hockey Europe Africa Qualifier in Dordrecht.

Key highlights:

- Strong participation across multiple categories
- Elite Women and Masters Men teams achieved 2nd place finishes
- Elite Men achieved a 4th place finish

While administrative challenges impacted the awarding of national colours for some teams, overall performance remained strong and competitive.

These results reinforce South Africa's standing within the international underwater hockey community.

5.4 Challenges Faced in 2025

Funding Constraints

- Ongoing difficulty in securing funding from DSAC
- Lack of feedback on submitted funding applications
- Loss of historical funding streams, which previously supported federation activities

This continues to place strain on development, operations, and international participation.

NPO Registration

- NPO registration remains incomplete due to administrative and compliance challenges
- Finalisation of this process is critical for accessing funding and strengthening governance credibility

Website Development

- Website development was delayed due to budget limitations
- A cost-effective solution has now been identified, with launch expected shortly

The website is seen as an important communication and visibility tool for the Federation.

Policy and Process Gaps

Key gaps were identified in:

- Selection processes
- Awarding of national colours

Work has been undertaken to address these, with updated policies scheduled for publication in April 2026.

Conclusion

Despite ongoing challenges, meaningful progress has been made in strengthening governance, maintaining international participation, and improving internal processes.

The President acknowledged and thanked all volunteers and stakeholders for their continued commitment, noting that their contributions remain vital to the sustainability and growth of the Federation.

6. CMAS Feedback

Presented by **Linda Stephen**

Key Changes:

- Removal of voting rights for federations

- Reduced engagement platforms
- Attendance linked to participation history

Concerns:

- Reduced inclusivity and governance challenges

7. Technical Feedback

Presented by **Michael de Villiers**

Michael de Villiers provided detailed feedback on both his international refereeing experiences and the broader development of technical officiating within South African underwater hockey.

7.1 CMAS Europe Africa Qualifier – Dordrecht (2025)

South Africa was strongly represented in the refereeing cohort at the tournament, with four referees participating. Michael served in the role of **Assistant Tournament Referee (ATR)**, supporting the overall management and coordination of officiating at the event.

Key highlights:

- South African referees received positive feedback from both teams and tournament organisers
- The overall standard of refereeing was regarded as high and consistent
- Three South African referees officiated in final matches, reflecting the confidence placed in their abilities at the highest level
- South Africa's presence in officiating continues to grow, strengthening its international reputation

7.2 Key Learnings and Areas for Improvement

While the tournament was successful, a number of important learnings were identified:

- **Referee Selection Processes:**
  Greater clarity and structure are required to ensure transparency and consistency in how referees are selected for international events
- **Conduct and Discipline:**
  An isolated incident of misconduct highlighted the need for clear processes and expectations around behaviour and accountability

It was noted that both areas have since been addressed, with improvements being implemented at federation level.

7.3 International Appointment – USA Tournament

Following his performance in Dordrecht, Michael was invited to officiate at an inter-regional tournament in San Diego, USA.

In this role:

- He assisted in the evaluation and assessment of referees
- Worked alongside international officials to review referee performance, including technical ability, positioning, decision-making, and fitness levels
- Contributed to determining referee readiness for higher-level international competitions

This appointment reflects the growing recognition of South African officials on the global stage.

7.4 Appointment to Age Group World Championships

Michael was subsequently appointed as Tournament Referee for the upcoming Age Group World Championships.

This is a significant achievement, as the role carries responsibility for:

- Overseeing all refereeing operations at the tournament
- Managing referee teams and appointments
- Ensuring consistency and fairness in officiating standards

This appointment highlights both individual excellence and the strength of South Africa's referee development pathway.

7.5 Development of Refereeing in South Africa

It was noted that South Africa currently has:

- A strong pipeline of developing referees
- The highest number of referee applications for upcoming international events among participating countries

This indicates:

- Growing interest in officiating
- Effective development structures within the sport
- Increasing capacity to contribute at an international level

Conclusion

The Technical Feedback highlighted that South Africa continues to perform strongly in the area of officiating, with increasing recognition and opportunity at international level.

The progress made reflects positively on the Federation's commitment to developing not only athletes, but also technical officials, which remains critical to the long-term growth and sustainability of the sport.

8. Goals for 2026

Strategic Priorities:

- Launch website
- Update constitution
- Finalise NPO registration
- Develop policies across portfolios
- Improve federation engagement

Objective:

To grow the sport while improving **structure, safety, and education** across all disciplines.

9. General Discussion

Key Points:

- Declining participation numbers noted in some areas
- Growth initiatives for underwater hockey underway at junior and school level
- Retention challenges across federations
- Financial barriers to international participation

Encouragingly, development programmes and school engagement initiatives are showing positive signs for future growth for underwater hockey.

10. Closure

With no further matters raised, the meeting was adjourned.

Meeting closed at: 20h25



HEINE ENGELBRECHT
PRESIDENT



LINDA STEPHEN
SECRETARY-GENERAL