

MEMBERS MANUAL

VERSION 2 | JANUARY 2026



“field hockey, outdoor game played by two opposing teams of 11 players each who use sticks curved at the striking end to hit a small, hard ball into their opponent’s goal”
Britannica.com



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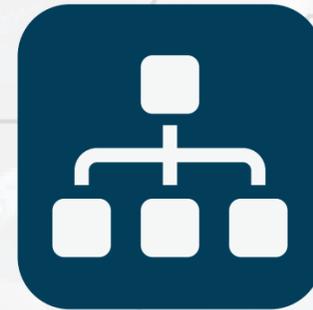
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KEY OBJECTIVES

Key objectives of this document include:



The objective of this document is to provide MCC Hockey members with an overview and information on Morningside Country Club (MCC) and more specifically MCC Hockey section.



It includes information on structures, policies, principles, and procedures. It does not intend to cover all aspects of daily activities carried out by MCC staff or MCC Hockey Committee and “paid-for” roles, but focuses on information useful and relevant for members.



The document will be updated and enhanced on an annual basis and the latest version will be available to all members at the start of each season.



STRATEGIC OVERVIEW

Morningside Country Club (MCC) is a not for profit company (NPC) constituted under the Companies Act 2009. Various sporting codes operate under this structure as well as a main club component and all bars.

The main club maintains all common house and grounds, operates all bars on the premises, hires out functional areas for events and meetings and maintains security and insurances. Main club offers membership on a social plan and through the various sporting sections and sets the annual membership fees. MCC (as the NPC) is responsible for all debts of all divisions and sections, even if the relevant division is “internally responsible”.

The catering is outsourced to an external service provider and the Padel courts are built, maintained, and operated by an external party (Club Padel) who pays a rental fee to MCC.

Each sporting section is responsible for setting their membership fees to cover costs apportioned to each section from the Main Club and the direct costs of the operation of their section. Apportioned and direct costs relevant to hockey include:

- Administration and Co-ordination
- Bookkeeping & Accounting
- Utilities - Includes Water, Electricity and Diesel (for on-site generator).
- Maintenance of Clubhouse and Facilities
- Maintenance of Astro turf
- Coaches, umpires, and technical officials
- SGH League Entry Fee/s
- SAHA Player Levies

MCC Hockey raises income to cover these costs through hockey membership fees and pitch rental. Pitch rental includes but is not limited to, SGH for league games, masters teams, local and provincial tournaments, schools, etc.



CLUB STRUCTURE

SENIOR SECTION

Senior Section Ladies and Mens - compete in the Southern Gauteng Hockey (SGH) Outdoor (March to September) and Indoor (October to November) leagues. Senior section sides are a mix of coached and non-coached sides. Both ladies and mens have high performance (HP) teams who play in the most competitive leagues, and competitive-social (CS) teams who play in leagues of various levels of competitive hockey. The number of teams entered into both the outdoor and indoor leagues is dependent on the number of players who sign up for the season. At the start of each season SGH sets the lower age limit allowed to play in the Senior League.

JUNIOR SECTION

Junior Section Girls and Boys - from U5s to U15s who compete in various SGH leagues based on age group across the year including Hockey 5s, Derby Days and League. All junior sides are coached.

MASTERS SECTION Masters section who play in a Saturday social league.

Astro turf is maintained by MCC Hockey, however, the investment cost for new or upgrades to the Astro has, historically, been funded by schools in the area. Historic and new strategic partners remain interested in investing in MCC and MCC Hockey going forward.

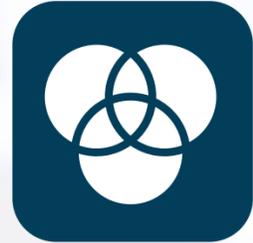
All members are expected to adhere to the MCC and SGH Code of Conduct.



MISSION & OBJECTIVES

HOME OF HOCKEY

Become the most progressive club in Johannesburg by offering first-class coaching, facilities, and an inclusive culture, all at affordable rates.



Create a club for all, regardless of the reason for playing hockey or in which team they play.



Improve performance of all teams, with a specific focus on winning the Senior Premier League by 2030, men's and ladies, while always remaining competitive at the highest echelon of the league structure



Create "MCC for life" culture as players, families, move through age groups, return after Varsity, gap years, work, and personal commitments.

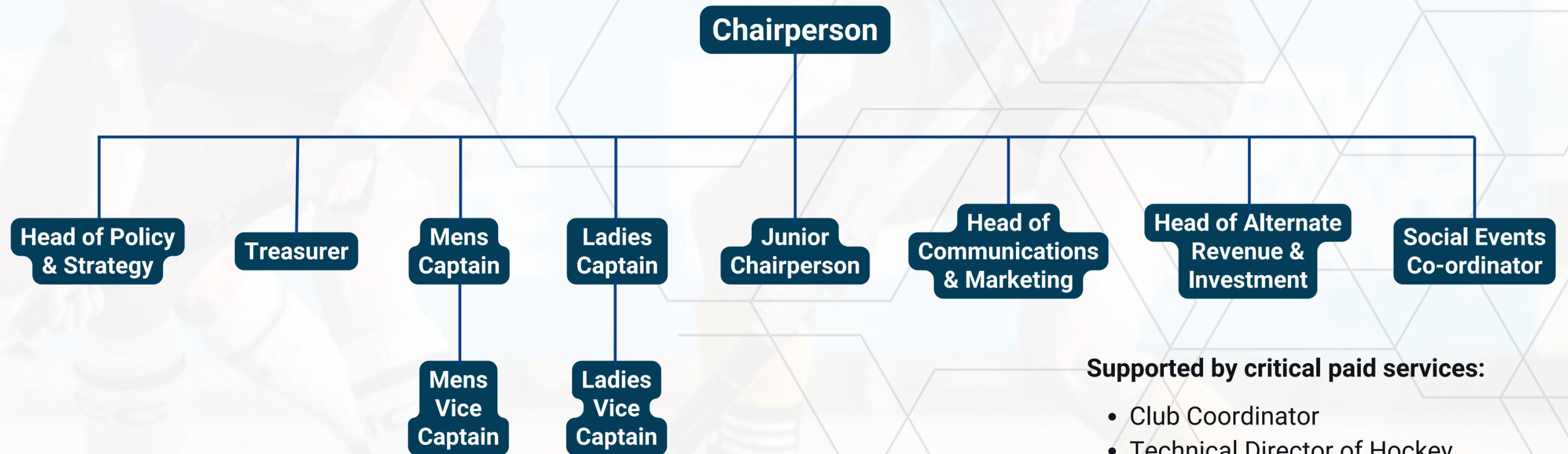


Ensure financial sustainability of club.



HOCKEY COMMITTEE

STRUCTURE AND ROLES



Supported by critical paid services:

- Club Coordinator
- Technical Director of Hockey
- Coaches, Umpires & Technical Officers



MEMBERSHIP

FEE STRUCTURE & BREAKDOWN

MCC Hockey operates on a collective membership basis where all members share in the costs of running the club on an equal basis. Our operating model is not a “pay as you play” model as each team has a variety of coaching and management structures, league requirements, training requirements, number of games in a season and expectations around commitment and kit requirements.

Our overriding philosophy in setting the fees on an equal basis is that team selection is based on ability to play, not affordability. Furthermore, it allows for movement of players between teams during the season based on player performance/ability, reduces the clubs administration burden and simplifies communication. Hockey fees are set on an annual basis and need to cover all apportioned and direct costs for running the hockey section and create funds for the improvement of the facilities. **Senior Membership annual fees consist of:**

- **MCC Main Club Membership**
- **MCC Hockey Fees**
- **SAHA Annual Membership**

VAT is charged on all invoices.

Different rates are applied for:

- **Scholar** - U18 and in Full Time School.
- **Adult** - Senior Players of 18 years or older.
- **Students** - U25 and have proof of registration at a university/higher institute for the season.
- **Goalkeepers** - Discounted rate due high cost of purchasing and maintaining their equipment.
- **South African Open squad players, Outdoor and Indoor**, will receive a 50% discount on their hockey fees per calendar year, to be applied at the beginning of the year or refunded should selection take place during the year.

Masters' hockey has a separate fee structure which is applicable for players that only play in the Saturday social league. If a player also plays in the senior league the Senior Membership rates apply.



MEMBERSHIP

SOUTH AFRICAN HOCKEY ASSOCIATION (SAHA)



All players have to be affiliated to the South African Hockey Association (SAHA) for the season, which sets an annual fee. Players will be invoiced for the SAHA fee and the club will collect the fees and pay to SAHA on your behalf. If you need to register and pay directly to SAHA in order to attend and compete in IPT and SA events you will need to submit your proof of registration by 31 March each year in order to receive a credit from the club for SAHA fee.

PLAYING KIT

- Playing kits are charged separately and all players must play in the official and current MCC Hockey Uniform consisting of socks, shorts/skirt, and top.
- High performance teams have two sets of kit, to avoid clashes with opponents, all other teams play in one kit.
- Kit is to be paid for upon collection, at Morningside Country Club.
 - Payment via through Credit Card Facility or Proof of Payment (POP).

INDOOR FEES

Indoor fees are set based on the league structure and entry fees, and the number of MCC teams entered, dependant on the number of players that sign up or register for the Indoor Season. Invoices are payable in full for players who commit to the season and no payment plan options are allowed.

CHARGING OF FEES

- Players become liable for fees in full, all components, once match week 3 of the SGH calendar has been completed.
- Junior players who formally join the Senior section, i.e., attend trials, training and are allocated to a team will pay 90% of Senior Hockey Fees on top their Junior fees. Main Club and SAHA will be charged once. Junior players who assist senior teams on an ad-hoc basis when Senior teams are short of player, i.e., do not attend training etc, will not be charged further.
- Any players who join after the hockey season has already commenced will be charged as follows:
 - **Hockey Fees** - will be pro-rated based on the number of game weeks completed per the SGH calendar at the date of joining.
 - *Pro-rating only starts after the league has reached match week 5.*
 - **MCC Main Club Fee** - players who join after match week 9. will be charged 50% of this fee.
 - **SAHA Membership Fee** - payable in full.
 - **MCC Playing Kit** - payable in full.
- Players whose season is curtailed before match week 9 of the SGH calendar by long term injury or illness that prevents them from playing any form of hockey, will have their fees reduced/waived on a case by case basis.



MEMBERSHIP

MCC CLUB BENEFITS

- Members' Bar Discount (10% Off Normal Bar Price)
- One free private function booking (venue hire only) per year.
 - Excludes corporate and/or commercial events.
- 20% discount on another private event booking (venue hire only) per year.
- 50% discount on Padel court bookings during off-peak hours during the week; Monday to Friday, 9:00-15:00, excluding public holidays.
 - *You will need to register on Playtomic and share your MCC membership card with their desk for them to update the information on Playtomic.*
- You will be added to our membership management and communication system, MyClubAccount.

MEMBERSHIP CARDS

- Email ID sized photo, your name and team to admin@morningsideecc.co.za and it will be distributed to your relevant team coach or captain.
 - Alternatively, members can also visit main club during office hours.

CHARGING OF FEES

All new members who previously played for a hockey club, at any age level, in South Africa will need formal clearance or a letter of good standing from their previous club and/or province before they can play for MCC Hockey. The onus is on the member to obtain this letter by contacting their previous club and communicate with the sectional captains and vice captains if they are experiencing any challenges.

- If you played in Southern Gauteng, a clearance letter is only required from your previous club.
- If you played outside of Southern Gauteng, a clearance letter is required from both your previous club and province.

For existing members moving to a club anywhere in South Africa you will need to obtain clearance from Nicole Weideman (Club Administrator) on admin@morningsidehockey.co.za. Please send your ID number and full name and specify if you need Southern Gauteng clearance or interprovincial clearance. To receive clearance your account needs to have been settled in full.

CHARGING OF FEES

Option 1: Full payment on 28th February.

Option 2: Three equal installments starting 28th February.

Option 3: Six equal installments starting 28th February.

Alternate payment arrangements will be considered on a case-by-case basis and will need to be approved by the MCC Hockey Exco. Email Jayne AND Nicole on jayne.c.mammatt@gmail.com and admin@morningsidehockey.co.za, should you wish to request an alternate payment plan or arrangement.

Should payments not be received in line with the chosen option, players will be ineligible for team selection and will not be allowed to train or play matches.



SELECTION

- Based on a combination of ability, commitment to training and games, and proactive communication.
- No pay, no play - if membership fees, kit, and/or SAHA payments are not paid in line with the payment options offered and set up correctly in SportsPlus, you will not be able to train or play in matches until your account is up to date.
- For training sides - no train, no play - while acknowledging all players have work/study, family, and life commitments, a level of commitment to the team and the club is expected to ensure fairness to coaches and teammates. **Guidance on applying this principle is detailed here.**

SQUAD SELECTION GUIDELINES

- It is preferred that HP players train twice a week due the demands and competitive nature of the higher leagues. However, we acknowledge work and personal commitments will at times take precedence, so the expectation is attendance at 6 of 8 sessions over the course of a a four-week period.
- HP players who miss two training sessions in a row will start on the bench with repeat offenders becoming ineligible for selection for that game week.
- Initial squads are to be communicated to players within three weeks of the final trials.
- Squads are not fixed for the season, and players can move up or down based on performance, commitment, injuries, etc.
- Players are expected to attend at least one trial at the beginning of each season. If a player is unable to attend due to work, family, or other commitments, the onus is on the player to communicate to Sectional Captains.
- Players who join after trials but before the season has started will be allocated to the HP or CS squads, by the section captains and vice captains, based on prior hockey experience/playing level and be subject to the standard pre-season practice and selection process.
- Players who join after the season has started but before match week 9 will be allocated to the HP and CS squads by the section captain and vice-captain, based on prior hockey experience/playing level and will need to complete one training session before being allocated to a team. Team allocation will be done by the most senior coach in the HP or CS squad, i.e., 1st team coach for HP and 3rd team coach for CS.
- Players joining after match week 10 will be accommodated if / where there is capacity and will be at the discretion of the sectional captains and vice-captains.
- Exceptions can be made, at the discretion of the Technical Director and Sectional Captains, on a case-by-case basis where the player is known to be extraordinary, transferring from a premier league side, recognized international or provincial player, and will need to be clearly communicated to the HP squad.



SELECTION

MATCHDAY ARRANGEMENTS

- All communication re training, game day, polls and availability etc will be managed through SportsPlus.
- Polls for player availability to be posted Monday morning with all votes in by end of day Tuesday to allow coaches to select team and manage excess players
- Team selection and game day arrangement to be published by close of day Thursday for weekend games, or two days before for midweek games.
- Treatment of excess players for any given game day:
 - Excess players can be moved within HP and within CS, but not from HP to CS
 - Movements only allowed if team receiving has capacity to absorb excess players and/or at the discretion of the coaches collectively
 - Movements need to be decided upon before second training or the one training session of the week to allow the players to train with the team for the game

The club will endeavour to make sure that every available player will be accommodated to the best of the club's ability, but that given the inherent structures, and processes, no player is guaranteed a game every week.

APPLYING THE **NO-TRAIN-NO-PLAY** RULE:

- Application of the no train, no play rule needs to be considered over a 3-4 week period not just the week prior to each game, to ensure fairness to those that attend regularly but miss one weeks training, versus players who attend training sporadically.
- High Performance (HP) – training attendance should be 75% of the squad at every training session.
- Competitive Social (CS) – training attendance should be 70% of the squad at every training session.
- Scholars – schools place demands on the pupils around various sporting/extra murals etc, but if the player has committed to a club and a team then they can't just be excused. The number of scholars in a squad needs to be considered and managed by the coach.
- All reasons for not attending training are valid, if there is open, early and transparent communication, from the player to the coach and the team. But if the same player consistently cannot attend training and/or is using the same excuse every week then this needs to be addressed with the player and the consequences of not attending training discussed.
- Exceptions can be made but management needs to communicate to the team the specific challenges a player is having and why they are still in the team.



TECHNICAL DIRECTOR



ROLE & RESPONSIBILITIES

The MCC Technical Director of Hockey (“TDH”) objective is to improve the quality of hockey played throughout MCC’s High Performance Squads and to improve the competitiveness while ensuring individual player development and enjoyment.

In order to achieve this objective, the TDH will be responsible and accountable for, in relation to the teams defined above, the following:

- Coach selection, development, and alignment.
- Develop consistent playing strategy and tactics.
- Develop player development strategy.
- Develop adult annual trial’s structure, oversee trials and selection of HP squads along with coaches and the MCC Hockey Captains and Committee (as required).
- Oversee HP juniors who have been earmarked for potential inclusion in HP squads.

REMUNERATION & FEES

A set fee for the season to be decided by the committee on an annual basis with a bonus structure based on the following performance based objectives and KPIs:

- Number of quality players and coaches recruited, promoted & retained.
- Stakeholder engagement and satisfaction.
- Consistent performance squads, clear selection criteria and ongoing alignment.
- Fit for purpose hockey philosophy (guidelines) and buy-in.
- Training and match attendance.
- Team Cohesion.
- Weekly performance results (targets tbc) and continuous improvements.
- Talent Development Pipeline.



HOCKEY COACHES

ROLE & RESPONSIBILITIES

- Create a standard vision of hockey to be played for respective teams that supports the overall vision of the club and/or specific section.
- Assist and discuss with the other coaches to ensure that the coaching vision is shared and understood throughout the section.
- Coordinate the selection of players throughout the section.
- Plan, organise and run the training sessions which will be squad and tactical specific.
- Game day management, tactics, team selection and player rotation
- Set up a structured coaching program to provide MCC's' players the essential skill, incorporating specific drills and sessions to improve their performance.
- Work closely with the other coaches, to ensure that all aspects of coaching are covered and attention is given to the player's welfare.
- Identify players in your team that would benefit from additional coaching, future SGHA coaching, provincial trials etc. If such an occasion arises, the Committee needs to be informed so we can map a way forward.
- Identify players in the lower teams who have the ability to play higher and nurture them.

REMUNERATION & FEES

Set fee for the season or per session to be decided by the committee on an annual basis. Based on the team being coached and experience of the coach.

EXPECTATIONS

- Coaches performance is monitored and managed, though mid season and end of season formal reviews, on KPIs set annually covering the following aspects:
 - Team performance and league position in relation to the prior year
 - Player development and enjoyment, including aspects around training attendance, movement between teams and retention at the club between seasons and within a season.
 - Application fo the club principles around team selection, no pay/no play and no train, no play.
- Each aspect received equal weighting in the performance reviews.



CAPTAIN & VICE-CAPTAINS

ROLE/S & RESPONSIBILITIES

- Provide leadership on and off the pitch - game management, team dynamics
- Capture and update teams, training, fixtures and results on SportPlus and track attendance at training and games through the App functionality, to support the no train, no play principle.
- Support coach with communication, arrangements and selection
- Support coach in ensuring all equipment and balls allocated to the team are maintained and returned in full at the end of the season
- Ensure all players have full, official and numbered MCC kit
- Assist Treasurer, Coach and Sectional Captains in collection of fees, ensuring that players have registered on SportsPlus including payment options and adhere to the installments. Support coach in implementing the no pay, no play principle.
- Administration of Sportivo - ensure all players are loaded on Sportivo with shirt numbers, complete game day team list, capture results where appropriate
- Create social vibe and activities within the team, and encourage support of club wide social events to ensure connections and camaraderie with other teams and sections
- Ensure at least one member of the team is on the Social Events Committee to support Head of Social Events in executing social programme

SELECTION & APPOINTMENT

Both leadership positions are appointed by the Coach in consultation with Sectional Captain and Vice-Captain.

It is preferred that Committee members are not appointed as either Team Captain or Vice. This is to manage the individual's workload and capacity, and to ensure a division of responsibility, accountability and independence. Exceptions can be made where it is clear the Committee member is the right person for the role and there are limited alternatives.



TRAINING TIME/S

Training times and number of training slots to be allocated to each team based on need and preference, as far as possible, subject to pitch availability with a view to being fair and achieving an appropriate balance between the needs of the high performance and competitive-social squads.



HP SQUAD TRAINING

HP squads train **twice a week.**



OTHER TEAM TRAINING

Other teams that wish to train will train **once a week.**



TRAINING DURATION

Training sessions will be for **90 minutes.**

AVAILABLE PITCH TIMES:

MONDAY 18:00 - 21:30

TUESDAY 18:30 - 21:30

WEDNESDAY 18:30 - 21:30

THURSDAY 18:30 - 21:30



SENIOR HOCKEY ANNUAL AWARDS

TEAM AWARDS

Top Goal Scorer | Top goal scorer per team.

Player of the Year | Most valuable and/or consistent player.

- *Played a key role in the performance, achievements and/or cohesion of the team.*

Most Improved Player | Ideally Focused on Young Players

- *Improved individual skill, composure, game management and/or overall contribution.*

SECTION AWARDS MENS & LADIES

Team of the Year | Based on Performance, Consistency and Achievements.

- *Consider results, place in the league, goals scored, goals against.*

Team Spirit of the Year | Based on Vibe, Commitment & Overall Improvement.

- *Consider teams that consistently turned, even in tough times.*

Best Player of the Year | Based on Individual Performance throughout the Season.

- *Consider performance for MCC as well as provincial & national representation.*

CLUB AWARDS

These awards celebrate commitment, character, and performances that help define our club both on and off the field.

Coach of the Season | Best Overall Performance and/or improvement in overall team performance.

Rakiel Naidoo Award | Best Goalkeeper

- *Consider performance, improvement, provincial and national representation, as well as stepping up/in when team/club needs a GK.*

Leanne MacDonald Award | Commitment to Hockey through tough and/or trying personal circumstances.

Gillian Walters Award | Commitment to Hockey at MCC & the Province (SGH).



JUNIOR HOCKEY

Junior hockey section offers a wide range of age groups and formats of the game for both boys and girls:

- **Hockey 5s** played Jan/Feb and Oct/Nov
- **Outdoor Season** from March to August

AGE GROUPS Based on Year of Birth

- Under 5
- Under 7
- Under 9
- Under 11
- Under 13
- Under 15

PLAYING KIT

- MCC Branded Yellow Socks
- MCC Branded Yellow Tops
- Any navy shorts/skirts will be acceptable; however, we will have MCC skirts and shorts available for purchase.

PRACTICE SESSIONS

- **Under 5 - U11:** Saturdays from 08h00 to 11.30, exact times confirmed at the start of the season.
- **Under 13 and 15:** Weekdays from 17:00 to 18.15, exact details to be confirmed at the start of each season.

GAMES & MATCHES

- **Under 5 - U11:** Saturday Derby Days, generally these take place monthly.
- **Under 13 and U15:** Matches will take place on Friday evenings and Saturday afternoons.



USEFUL LINKS



SGH LINKTREE

[[CLICK HERE](#)]

League fixtures, League composition and prior year positions, League rules, SGHA Code of Conduct.



SPORTIVO APP

[[DOWNLOAD FROM APP STORE](#)]

Access to SGH League Fixtures, League Results, Team Sheets & Logs.