



## Chairperson's Report 2015 Barbara Baker

Present-day sport organisations face an array of performance pressures from stakeholders - attracting increased participation, increased service delivery and increased revenue generation. At the annual general meeting it is important we take the opportunity not only to reflect, but especially to look to the future. I invite all members of NZIHA to consider the AGM documents and reports to reflect on the momentum that has been started so that together as 'one team' we build a vibrant, viability and sustainable sport in New Zealand.

Over the past two years, NZ Inline Hockey Association has undergone a governance review and has been operating under a new governance structure of a board, introducing independents to keep the organisation moving in the right direction, and help it to remain as a viable and sustainable sport in New Zealand. The first year was spent largely developing the strategic plan. This year, my first at the helm has enabled us to implement some of the strategic initiatives to 'Build the Game'. We have witnessed subtle change and acknowledged at board level our successes and improvements to be made as shown in the Governance Maturity Assessment Model supporting this report.

NZIHA celebrates its 20 year anniversary this year, it is important we remember those who helped develop the game in New Zealand. Our organisation started with a meeting in Hamilton in 1994 and has evolved today into one of the most exciting amateur sports in New Zealand. I am sure for some it will bring back good memories of the first tournament run by NZIHA. It is the intention of the Board to celebrate this historic milestone. The intention is on Wednesday 30<sup>th</sup> September 2015 at NZ National Championships, we will hold a celebration function. This function will be for the inline

hockey community and we intend to invite our founding 20 members and all past President's to attend the function.

We are grateful to our foundation members they had the foresight to establish NZIHA and as time has passed, others entered the aspiration arena to carry the torch and build the sport to the level we all enjoy today. What vision and dedication to those who have preceded us. It is only fitting they are honoured. We are also indebted to Krystyna Beardman for her contribution over the past 19 years.

*First NZIHA President Bill Over 23.3.15*

*Barbara*

*Inline hockey was well underway in 1994 with Kapiti being the leaders with a strong group of in-line players. At the Hamilton - Waitangi tournament in February 1995 a meeting was held of interested club representatives and a steering committee was formed to organize a N.Z. In-line Association. Meetings were held throughout 1995 leading up to the 1<sup>st</sup> AGM on the 19<sup>th</sup> August 1995.*

*An incredible amount of work was done throughout 95, 96, 97 and 98, i.e. becoming incorporated which included writing a constitution and by-laws, forming regional committees, obtaining applications within NZ and world, organizing N.Z. Championships, competing in 1<sup>st</sup> Oceania's, have NZ Senior Men team compete in Melbourne to playoff for World Championship qualification (NZ, Australia and Taiwan) and USA (NARCH).*

*All started without 1 cent in the bank so everybody involved contributed time and money.*

*I still have all correspondence up to 1999 when I stood down. Krys and Diane became Secretary and Chairperson at that time. I met Krys for the first time at the 1999 AGM.*

*Bill Over*



The key people that worked on the steering to establish NZIHA Bill Over, Alan Wood, Rudy Van Vlerken, Gary Parker, Steve Cooke, Noel Wilson, Chris Poi Poi.

Interestingly, the First NZ Coach of NZ Senior Men was Matt Down and today his son Corey is coaching NZ Junior Men and helping Bevan with Senior Men & Woman.

In the founding records that Bill sent to me there 15 members that founded NZIHA and there were 9 affiliate Clubs at the first Annual General Meeting of NZIHA :-

- Auckland (Sabres)
- Glenfield (Blackhawks)
- Hamilton (Devils)
- Kapiti (Rangers)
- Mt Wellington (Panthers)
- Napier (Sharks)
- Tamaki (Redwings)
- Tauranga (Ducks)
- Waitakere (Stars)

Sabres, Devils, Panthers and Sharks are the only four Clubs to have remained in place over the 20 year history of NZIHA – congratulations to you all for this achievement. The following year the first full season of inline hockey in NZ, Wellington (Capital Penguins) Christchurch (Reds), Wanganui (Lightning), Wanganui (River Rats), New Plymouth Roller Sports, and Palmerston North (Dragons) joined NZIHA increasing club affiliation to 15 Clubs with a total of 770 playing members.

*The foundation Executive Committee of NZIHA :*

*President: Bill Over*

*Vice President: Rudy Van Vlerken*

*Executive Committee: Noel Wilson, Steve Cooke, Alan Wood, Chris Poipoi*

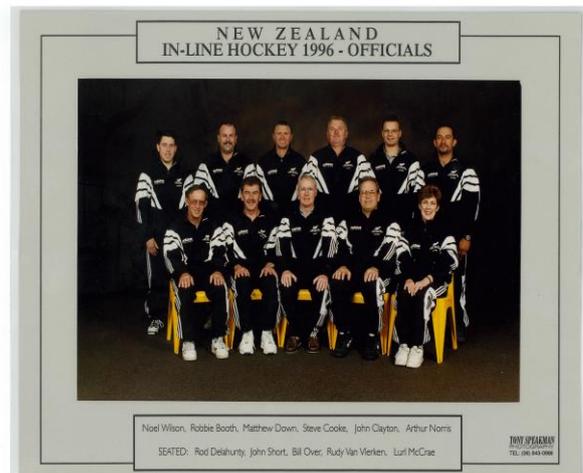
A few extracts from documents in the early days.

“The Oceania Inline Hockey event held in Napier during April 1996 demonstrated some fast-paced, edge-of-the-seat hockey! Over 2000 spectators daily witnessed the week long tournament.”

“The first Nationals were held at Wanganui in September 1996.....which out of interest cost around \$16,000.00 to host! WOW!”

NZIHA Presidents over the past 20 years:

- Bill Over
- John Short
- Diane Thomsen
- Sue Roulston
- Rob Henry
- Paul Cameron
- Barbara Baker



I am tasked with the stewardship of continuing to build NZIHA and we now have a aspirational new strategic plan. It is a plan, that when successful will help the sport make significant strides forward. Achievement of this is not the role of a Board but the collective task of the Board with the wider community as without your engagement and volunteer efforts it would be impossible.



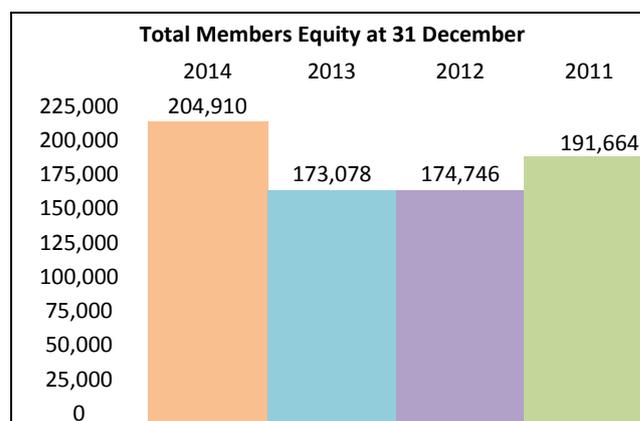
The role of the appointed Executive will be crucial to manage the change process and:

- Undertake the reforms recommended in the Paul Cameron Report
- Imbed the new structure and constitutional change
- Establish the governance philosophy
- Obtain the trust of internal and external stakeholders
- Set the overall strategic direction
- Create a stable platform for the strong governance of the sport
- Create the policy to align the management of the sport

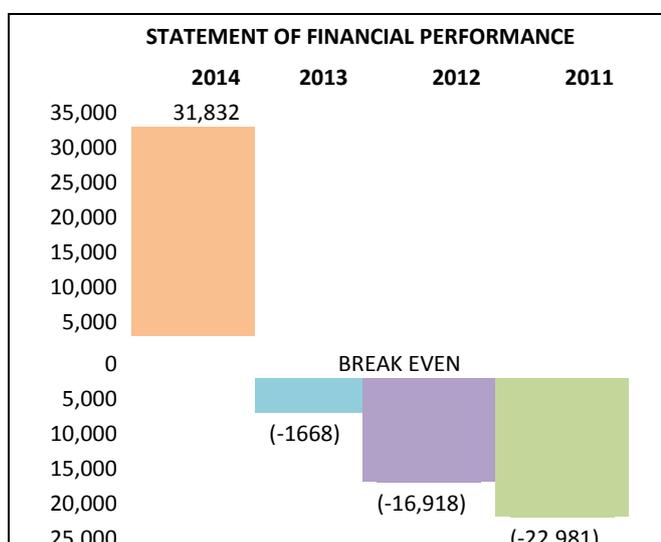
Source: Paul Cameron Report

I am very pleased to advise from a financial position we have had great success in 2014. For the first time in 3 years we have shown a surplus of \$31,832.00 this gives us the opportunity to reinvest in the sport in the coming year, as we seek to achieve our strategic goals. The surplus is derived from a) 8K profit on Oceania's, b) 8K profit on FIRS, c) Profit Margin from NZIHA services provided for NZIHA \$15K.

As part of our strategic plan we set out to improve our revenue stream by 25% annually and for every service we provided at NZIHA we would add a profit margin of 15% as it was unsustainable to have the only revenue stream as membership fees. This ensures that as an organisation we seek to create our own funds to reinvest in the sport as part of working towards viability and sustainability of the organisation.



The surplus allows NZIHA to invest to 'Build the Game'. The board recently met and resolved to set aside 2/3rds of the surplus for continuing development of the sport.





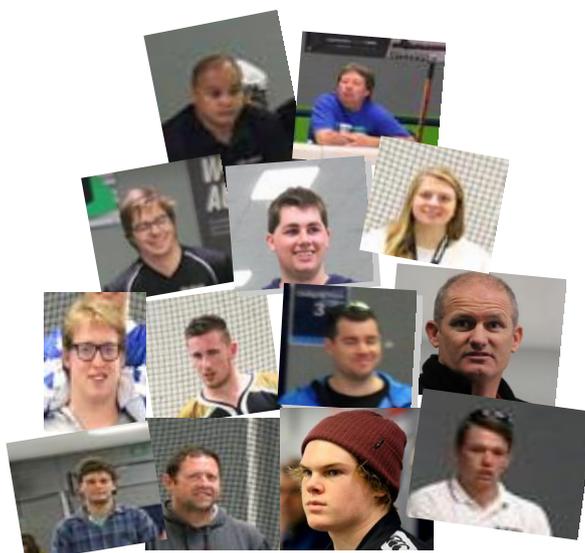
We greatly appreciate the support from our funders, their funding support has enabled NZIHA to deliver value to the sport of Inline Hockey in New Zealand. Key outcomes from funding have been:

- NZCT for Dave Hammond coaching development employment in New Zealand visiting all clubs delivering the Australian 'Mighty Pucks Program' for grassroots development of the sport. Together with coaching existing coaches and players. Improving the level of coaching in New Zealand
- Lion Foundation for the establishment of the national member management system 'Sportsground' in 2015 – the first time NZIHA has a database of membership data.
- Infinity Foundation for costs associated with our Independent Advisor, Paul Cameron.
- Sport NZ via Skate NZ Administration Investment

A reality is funding is getting tighter. As a organisation we need to consistently demonstrate deliverable outcomes from funding gained to ensure continued support.

Off the rink, I would like to acknowledge my fellow NZIHA Board members for their contribution.

We welcomed two new independent directors to the board, during the year John Hornel, Executive Director, Sport Wellington and William Guzzo Director Inspiration Education – along with existing board members Angela Prendergast, Tim Horne, David Carrington, Zach Beardman and Susan Kennedy. The addition of independents brings professionalism to the



board – and they made important contributions as we undertook a number of governance changes. Amongst them, the implementation of new committees, introduction of a board manual setting out our charter and policies, policy development and covering areas of risks. It is of great benefit to have an independent voice at the table with experience in sport and business.

I would like to acknowledge the service given by retiring directors Zach Beardman who was passionate as he set about creating a coaching framework for Inline Hockey. Angela Prendergast is also retiring as her work commitments continue to increase she is unable to make the commitment required. She held the referee portfolio and has done a great job stewarding progress in this area. With the launch of a Rule Book with Interpretations at the beginning of the season, great attendance at referee courses throughout the season and surveying players in respect of rules. Both Zach and Angela have played a role in contributing to the NZIHA strategic plan for the future and effecting duties associated with portfolio ownership. I also extend thanks to Paul Cameron who remains as our independent advisor – one day when we've delivered on the strategic plan - everyone will thank him.

As we look forward we need to ensure a strong game, a strong organisation and we look forward to passing the game of inline hockey onto future generations. NZIHA needs to lead, develop and promote positive hockey experiences.

Inline hockey is a sport, and for those involved part of our culture, as part of the future we need to develop the



NZIHA culture 'Inline Team' reinforcing our positive relationships, and all of us collectively need to nurture and maintain the sport in New Zealand. We must never forget that. To achieve this the whole sport needs to be 'in unity' working together for positive outcomes. There will be times when we disagree. Turning learning experiences into strategies for resolution through redirecting our energies towards a common target will serve the sport well.

Volunteers are the lifeblood of our game and I would like to thank everyone who tirelessly give their time every season to make sure the game continues to grow and prosper. The amount of hours our volunteers devote to the game is indicative of their passion and dedication to the sport. Our sport will excel even more as we engage more volunteers in the running of the sport for the betterment of the inline hockey community.



Inline Hockey's 21 clubs are the backbone for delivery of the game. To the Clubs in New Zealand, thank you for your support in a time of change. NZIHA is striving to become a quality sport organisation. We continue to look to the future.

#### **NZIHA Strengths 2014**

- We have a strategic plan in place that has been shared with our community
- Direction for the sport has been set
- Community behaviour has improved

- Transparency of governance
- Setting the direction for the sport
- Greater Public awareness about Inline hockey with in Skate NZ and Sport NZ
- Applying for more grants to support the development of the sport
- Referee Interpretations manual well received and good turnout at referee coaching course
- Coaching initiative
- Skate Australia's 'Mighty Pucks' grassroots program provided to all Clubs in New Zealand
- Additional expertise on the Board
- Introduce of Super League and the excitement that created with awesome inline hockey games.
- Competition Committee ran Inter-Regionals and working with planning for 2015 season
- Communications Committee has commenced with some communications
- Some Clubs are starting to nurture growth.
- Hamilton and New Plymouth schools league and Waihi, vipers and Whalers looking to introduce, Penguins Kiwisport program and Renegades Hockey on Wheels.
- Policy framework being created based on ranking of importance
- New Club development in Lower - Levin Thunder, Kapiti, Lower Hutt



*"Volunteers- the lifeblood of our game"*



## NZIHA weaknesses 2014

- Planning needs to be more proactive, everything is urgent which creates a risk the urgent crowds out the important – move to proactive rather than reactive
- Communications needs more work
- Operational focus and the transition to governance has not been without challenges (Noted goal in 2013 80% Ops 20% governance - progress to 50%/50% by 2015 and 20%/80% by 2017)
- There needs to be alignment of goals between board and operations
- The transition to a National Operations Committee has been slow
- Governed by people we have no control over in respect of international competition

Change is a challenge as it impacts the way we do things. Different people have different priorities and ultimately we are all volunteers. The Board evaluated its performance in February. We worked through an evaluation process across identified initiatives and grouped them into themes and assessed on their opportunity to add value and how easy they would be to implement. The process then considers alignment to the vision, goals and targets, evaluates pros and cons then establishes how we will introduce in terms of timing and effect. The outcomes are shared in this report with prioritised strategic initiatives matrix and the summary roadmap.

A number of factors influence inline hockey achievements. The main one being the ability for all Clubs to unite together to 'build the game', each doing its part for the sport so that we all move in the same direction.



## Policy Development

From a governance perspective our key controls are established through policy formation. We have successfully achieved:

- Board Charter and Polices
- National Team Selection Policy including Dispensation Policy
- Subsidy for Team Officials Policy
- Financial Controls Policy
- Board Reimbursement Policy
- Information Use Policy
- Code of Conduct
- No Pay, No Play
- Social Media
- Conflict of Interest

Before the AGM we intend to complete:

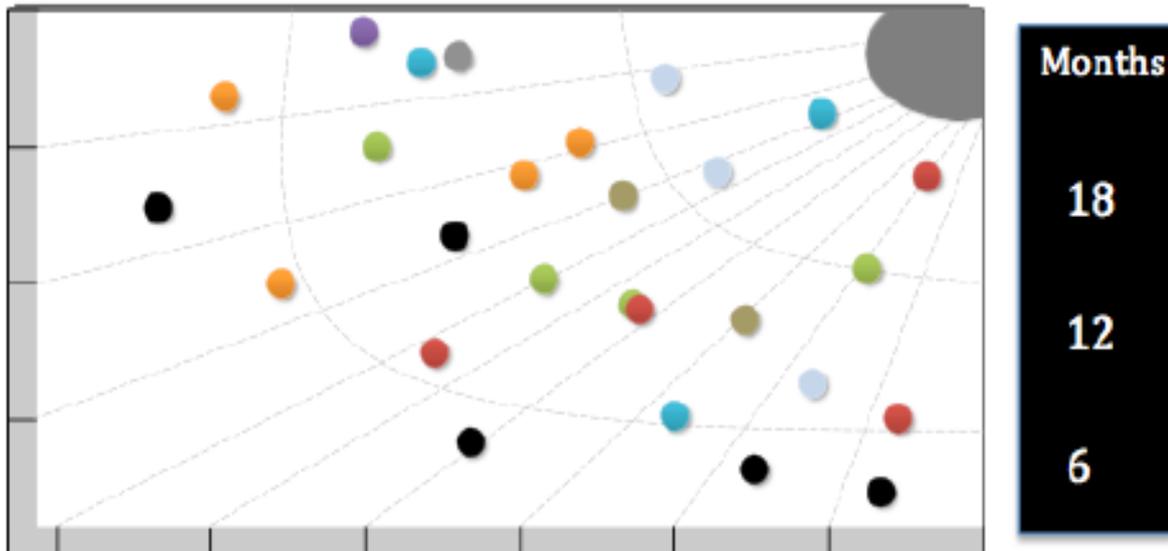
- Risk Management
- Decision Making
- Youth Protection

This will mean the Board achieved our top ten ranked policy needs for the organisation.

A 'snapshot' of the Governance Maturity Assessment Model follows on the next page. I will share more information in regard to outcomes from this exercise at the AGM.

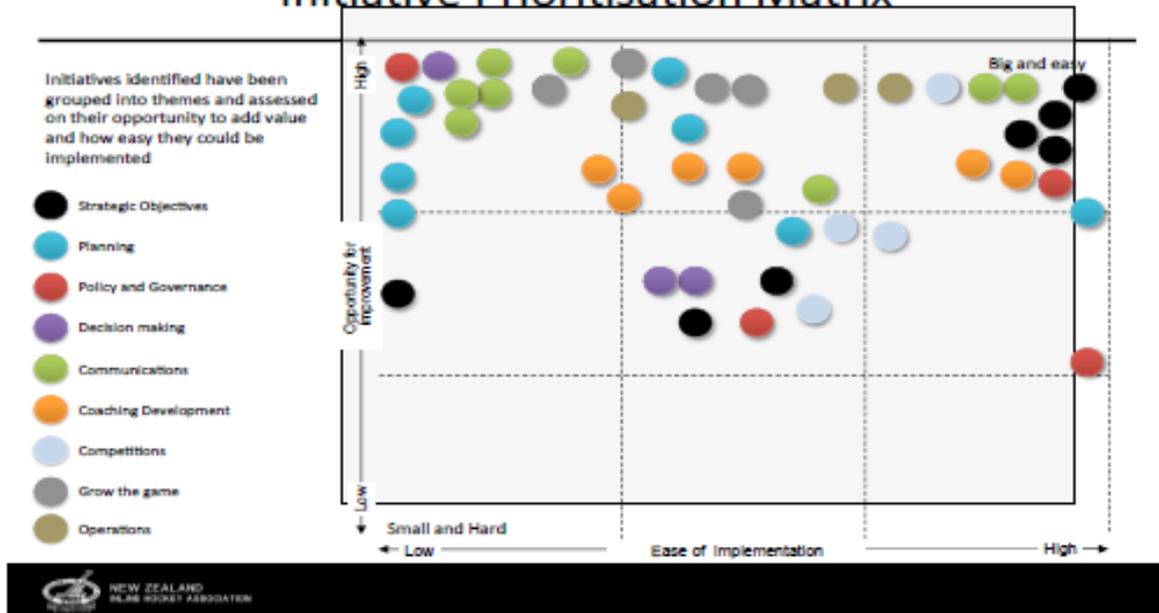


### Initiative Roadmap



Come to the Annual General Meeting to learn more about the chosen strategic initiative's to be delivered over the next 18 months.

### Initiative Prioritisation Matrix





Incorporated associations are ultimately accountable to their membership. These are the people who "own" an organisation - who must be confident of its viability and sustainability.

Transparency is about having processes that are clear and understandable. There is more to accountability than just showing financial reports. It is also about being able to report confidently on the processes that are used within NZIHA. For me transparency is to be our priority not a reluctant requirement. These governance principles will direct the right path for us.

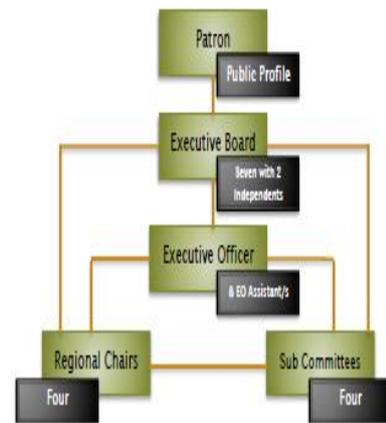
I sincerely hope that all Clubs endorse the recommendations of the Board and our independent advisor as we lay the foundation for 'Building the Game' at our Annual General Meeting where we put in place the revised Governance Structure for the sport, as the recommended outcome from the Governance review.

The Board Structure place two key duties on directors:

- The duty of care, which requires them to exercise diligence and make informed decisions.
- The duty of loyalty, which requires them to always put the interests NZIHA before their own or Club interests and to notify conflicts of interest.

### 3.2.1 Recommended Future Structure

*As the current elected Executive Committee process is providing a dysfunctional Executive situation a change to a more formal Executive Board appointed through an Independent Appointments Committee is recommended. It is envisaged the new Executive Board will be an independent and stakeholder driven body. The sport of inline will benefit from the recommendation that they adopt a formal process to recruit, select and appoint Board members as this will lead to obtaining the best people for the job at hand.*



- A revamping and spreading of the Executive Officer's tasks is urgently required
- Position Descriptions are required for Executive and operating positions
- Executive Officer does not have voting rights





### NZIHA future priorities:

- Complete implementation of National Operations Committees
- Development of three year financial forecasts and implementing XBR Financial Reporting standards
- Effective communication channels
- Continued Policy development
- Clubs providing information on sport participation at Club competitive, school and recreational level to enable NZ to report effectively to Sport NZ
- Strategic initiatives as set out in the Roadmap
- Growth Development Officer Schools (employ)
- Club driven 'Have a Go' sessions
- Club Coaching Development Support (employ)
- Player Development Pathways
- Marketing & Communications Stakeholder Engagement Project
- Business Plans

*"The best thing you can do is the right thing; the next best thing you can do is the wrong thing; the worst thing you can do is nothing."*

*Theodore Roosevelt*



### Board Meeting Attendance

An outcome of the Governance review was to hold more regular face-to-face meetings. NZIHA held 10 board meetings during the year, achieving 6 face-to-face and 4 were held via teleconference.

Date	Type	B	S	A	D	T	Z	J	W	Comment
		B	K	P	C	H	B	H	G	
22 Jun	Face	X	X	X	X					Independents not on board Tim partial attendance by phone
8 Aug	Face	X	X	X	X		X			Independents not on board
30/31 Aug	Face	X	X	X	X					Independents not on board
8 Nov	Face	X	X	X	X	X	X	X	X	Independents join board
10 Dec	Telco	X	X	X	X		X			
25 Jan	Telco	X	X	X	X	X	X			Tim Horne leave of absence
14 Feb	Face	X	X	X			X	X	X	Independent Advisor partial attendance Tim Horne leave of absence
28 Mar	Telco	X	X	X		X		X	X	ZB Resigned re moved overseas
3 April	Telco	X	X		X	X		X	X	ZB Resigned re moved overseas
18 April	Face									Report published before meeting held

### Skate New Zealand

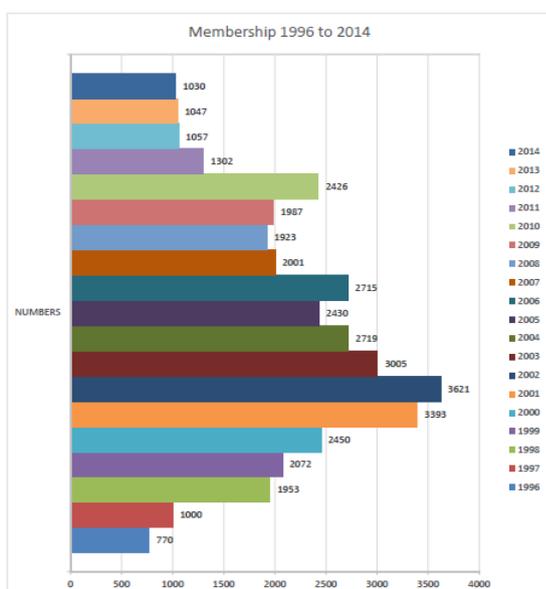
There are proposals to restructure Skate New Zealand where an umbrella Board would be created to sit above skating codes Speed, Roller and Inline Hockey. These discussions are at the early development stages but NZIHA has indicated its support for such a restructure.



## Game Competitive Landscape

NZIHA membership records continue to show stabilisation in participation in Club sport. What is important moving forward is that Clubs collect information in respect of competitive players, school participation and recreational in learn to skate programs so that NZIHA can capture this information as part of reporting to Sport NZ. We are excited by some initiatives underway to grow the sport of inline shared below. The inline hockey was fun during the year with some very exciting competition we trust coaches, players, referees and volunteers enjoyed the season. Keep on playing the puck and help us continue to develop, grow and nurture Inline Hockey.

## Below is NZIHA Membership Record for the past 20 years.



## Grassroots growth initiatives

- Hamilton Devils now have 50 school teams participating in a schools league involving 400 players of which there is a crossover with club members of approx. 50
- Raven's Inline Hockey Club have 40 teams participating in a schools league

involving at least 200 players, some teams with different numbers of participants but at least 5 per team.

➤ Wellington Capital Penguins commenced a Kiwisport initiative which has seen 331 school children introduced to 'learn to skate and play inline' during 2014. This has also resulting in Wellington City Council running an after school learn to skate program as part of public services from the Kilbirnie rink.

➤ Waihi Miners have commenced a schools initiative involving 180 school children and 70 recreational players to the sport of inline hockey

➤ Vipers (Auckland) and Nelson Whalers are both looking to develop school initiatives in the future.

➤ Renegades have now run the Hockey on Wheels Kiwisport program for two years that has resulted in formation of Levin Thunder, a new Club in Kapiti, access to Stadium in Porirua and access to the Walter Nash stadium in Lower Hutt, as well as visits to Napier and the Wairapa. 1,600 children seen in school visits, 120 through development camps and 300 through festivals and special events a total of 2020 school children introduced to the sport of inline hockey.

➤ This is in excess of 3,000 school children introduced to skating and inline hockey which is higher than existing NZIHA membership – that's 4,000 people participating! A challenge for the future is membership conversion strategy.



*"I can accept failure, everyone fails at something, but I can't accept not trying."  
Michael Jordan*



## Nationals

Inline hockey is fast paced, fun and exhilarating. Players love it, parents love it, grandparents love it! Like all sports, inline hockey can be a tense and exciting game that goes down to the last minute.

The 19<sup>th</sup> National Championships were hosted by NZIHA in New Plymouth; with fast, furious, and fun games played over nine days. NZIHA introduced a skills competition, which proved a great success providing for some lighthearted fun for both participants and spectators.



Under 10 Championship Winners – Ravens

## Skills Competition Winners

Skills Competition Winners	SNIPER	FASTEST SKATER	GOALIE
Under 10	Sam Devosconi	Easton Berner	Hannah Giles
Under 12/14	Diego Waksman	Max Vesper	Quin Huffam
Under 16	Jacob Nelson	Brandon Jesen	Jeremy Ashdown
Under 19 /Senior Men	Jackson Baker	Adam Kingston	Angel Sutherland
Premier	Zach Beardman	Alex Novak	Kendra Manning
Woman	Anjali Thakker	Ella Toa	Jordan Wichman

GRADE	GOLD	SILVER	BRONZE
Premier Men	Penguins	Renegades	Sabers
Senior Women	Ravens	Devils	Renegades
Seniors	Stingrays	Panthers	Dragons
U19	Penguins	Devils	Ravens
U16	Devils	Ravens	Panthers
U14	Devils	Renegades	Penguins
U12	Renegades	Devils	Panthers
U10	Ravens	Panthers	Devils



Competition winners – Women

Skills





### Inter Regionals



ActivZone Leisure Centre, Glenfield, Auckland welcomed players from all over the North Island representing their region of either Northern, Central

or Lower to compete at the annual Inter Regional Inline Hockey Championships.



The four super league teams played their first series with some close games. After the round robin the two teams moving to the grand final were team yellow and team red.



The four coaches for the first series were Bevan Varney (Team Yellow), Dave Hammond (Team Red), Matt Chan (Team Blue) and Corey Down (Team Blue).

### Championship Winners

Medal Presentations	GOLD	SILVER	BRONZE
Under 12	Central	Northern	Lower
Under 14	Central	Northern	Lower
Under 16	Central	Northern	
Under 19	Lower	Northern	Central
Junior Woman	Lower	Central	Northern
Senior Woman	Central	Northern	
Veterans	Northern	Lower	Central

1 <sup>ST</sup>	2 <sup>nd</sup>
Team Yellow	Team Red



### SuperLeague



Championship Winners –Team Yellow





**FIRS**



New Zealand sent Senior Men & Woman and Junior Men and Woman to FIRS World Championships in France 2014. With the event in Toulouse, France more European teams entered.

The Junior Women and Junior Men teams saw some newcomers join their ranks this year and competed very well against some tough opposition. Some teams proved to be very strong and also showed that the sport itself was gaining in strength and numbers.



We have a strategic goal of improving our ranking by one place annually, the only team to achieve this in 2014 was Junior Men who finished 3<sup>rd</sup> in Division 1 placing 11<sup>th</sup> overall. NZ Women were placed 4<sup>th</sup>, and Junior Women 7<sup>th</sup>. Senior Men saw 24 national teams compete and teams were split into six pools. Overall Senior Men placed 18<sup>th</sup>.



**Oceania's**

Hamilton hosted Oceania Championships with a Powhiri held at the Kirikiriroa Marae. The official march past and opening of the games was led by Deputy Mayor Gordon Chesterman with the players' path presented by Damien Bowden (NZ Masters and a Hamilton player).



The grades competing were U12, U14, U17, Junior Woman, Masters and Veterans. New Zealand retained the Tasman Trophy with the close of the Oceania Championships winning five of the six divisions contended.

This annual report information is being distributed as all NZ teams gather in Australia for Oceania's 2015, best wishes to all New Zealand teams participating – make us proud!

2015 Oceania Game Schedule									
Wednesday 8th		Thursday 9th		Friday 10th		Saturday 11th		Sunday 12th	
8am	12's	8am		8am		8am		8am	12's
9am	14's	9am		9am		9am		9am	14's
10am	17's	10am	12's	10am		10am	12's	10am	JWD
11am	JWD	11am	14's	11am	14's	11am	14's	11am	17's
12pm	Vets	12pm	17's	12pm	12's	12pm	Masters	12pm	Masters
1pm	Masters	1pm	JWD	1pm	17's	1pm	Vets	1pm	Vets
2pm	Open Age	2pm	Assemble for Parade	2pm	JWD	2pm	Open Age	2pm	Open Age
3pm	12's	3pm	Athlete Parade	3pm	12's	3pm	17's	3pm	Closing Ceremony
4pm	14's	4pm	14's	4pm	17's	4pm	JWD	4pm	
5pm	17's	5pm	JWD	5pm	Masters	5pm	Masters	5pm	
6pm	JWD	6pm	Masters	6pm	Vets	6pm	Vets	6pm	
7pm	Vets	7pm	Vets	7pm	Open Age	7pm	Open Age	7pm	
8pm	Masters	8pm	Open Age	8pm		8pm		8pm	
9pm	Open Age	9pm		9pm		9pm		9pm	



## NZ Secondary Schools Championships

The event was initiated by the Hamilton Inline Hockey Club and is now held in various venues around the country on an annual basis. The event is sanctioned by both, NZ Inline Hockey and NZSSA.

### Championship

Winners	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>
<b>A Grade</b>	Hamilton Boys High	Nelson College	Hillcrest High
<b>A Grade Combined</b>	Waihi/Katikati		
<b>B Grade</b>	Fraser High	Hillcrest High	Waikato Girls



### Demonstrating Skills

Individual Achievements	Top Goal Scorer	Best Goalie
<b>Grade A</b>	Devon Stove (Nelson College)	Jeremy Ashdown (Hamilton Boys High)
<b>Grade B</b>	Zed Smith (Hillcrest High)	Caleb Hardwick (Fraser High)

Thank you to all participants in the sport of inline hockey and special congratulations to winners of competitive events.

The shared vision for NZIHA is to 'Lead', 'Finance', 'Develop and Deliver and 'Profile' the game of inline Hockey. Together we can achieve the desired outcomes. I encourage stakeholders to attend and look forward to seeing everyone at the Annual General Meeting on the 2<sup>nd</sup> May in Wellington.

*"It doesn't matter where you are, you are nowhere compared to where you can go."*  
Bob Proctor

**Barbara Baker**  
Chairperson  
NZIHA

