

New Zealand Inline Hockey



Annual Reports

(for year ending December 2014)



P.O.Box 18001
Merrilands
New Plymouth 4312
www.inlinehockeynz.org.nz

OUR VISION

More people playing, achieving and enjoying New Zealand's most exciting sport

OUR MISSION

To lead and support pathways that nurture a lifelong involvement in Inline Hockey

OUR VALUES

- I - Integrity**
- N - Nurture**
- L - Lifelong**
- I - Inclusive**
- N - Network**
- E - Excellence**
- T - Together**
- E - Everyone**
- A - Achieves**
- M - More**

Governance Review – ‘To Build the Game’

The NZIHA Executive unanimously adopted the Governance Review report ‘To Build the Game’ at its meeting on February 3rd, 2013. During 2014 the Board continued with the recommended structure of the Appointments Committee” and appointment of an NZIHA Executive Board.



During 2014 the Independent Advisor recommended that the Board Appointment process remain in place for another year before any changes were made to the constitution. The 2014 AGM accepted this recommendation.

At the 2015 AGM the NZIHA Board would like to adopt a new constitution that takes into account

- Board Structure with Appointments Panel
- Compliance with the new incorporated Societies Act (note this also affects many incorporated Clubs).
- Compliance with regulatory changes for the Health & Safety Reform Act and XBR Financial reporting.
- Strengthen disciplinary process for off rink Code of Conduct matters.
- Other minor changes

After consultation with our legal advisors we are advised the government is issuing a ‘**precedent constitution**’ in March. Legal advice and NZIHA’s intention is to align fully with the precedent constitution.

The new draft constitution is presented here for clubs to consider prior to attending the annual meeting being held May 2 in Wellington.

The 2014 NZIHA Board

Chairperson	Barbara Baker
Board Members	Angela Prendergast
	David Carrington
	Tim Horne
	Susan Kennedy
	Zach Beardman (resigned as moved overseas)
	John Hornal (Independent)
	William Guzzo (Independent)

NZIHA Celebrates 20th Anniversary 2015

NZIHA celebrates a milestone year in 2015 with our 20 year anniversary.

The new structure will help the sport achieve articulated strategic objectives. I draw your attention to Board Notes on the website where you will find information on 'tracking progress' against the strategic plan 2014-2017.

2015 sees the introduction of a new online registration system SuperForms. This system will enable NZIHA to build a database of information to help reduce duplication and streamline the process for Clubs and NZIHA alike. 2015 will also see the introduction of the Cash, Community and Competition operational committees that will work together with Krys Beardman, NZIHA General Manager to deliver the game of inline hockey in New Zealand and implement Board Strategies. I look forward to a well supported Annual General Meeting as we look to seed the foundation and 'Build the Game' for the next twenty years.

My Chairperson's report is attached to this document as a PDF file.

Kind Regards
Barbara Baker
Chairperson
New Zealand Inline Hockey Association



Notice of Annual General Meeting

New Zealand Inline Hockey Association

Annual General Meeting

Agenda May 2nd, 2015

Meeting Start 10am

Wellington Airport, Conference Centre, Wellington

(Registration from 9.30am)

- Welcome
- Confirmation of Delegates Attending
- Apologies
- Previous Minutes & Confirmation
- Chairperson's Report
- Report; Financial End of Year 2014 (31 Dec 2014)
- Report; Financial Portfolio
- Report; International Travel Costs Oceania & FIRS 2014
- Report; Operations
- Report; Referees Portfolio
- Report; Coaching Portfolio
- Report; EO Portfolio
- Report; Growth Portfolio
- Report; Independent Advisor
- Remits
- Announcement of Executive Board
- Appointment of Auditor
- Proposed Amendments to Constitution
- General Business

NEW ZEALAND INLINE HOCKEY STRATEGIC FRAMEWORK 2014 - 2017												
OUR MISSION To lead and support pathways that nurture a lifelong involvement in Inline Hockey												
OUR VISION More people playing, achieving and enjoying New Zealand's most exciting sport.												
OUR STAKEHOLDERS Inline Hockey Community, RST's, NSO's, Sport NZ, International Skate/ Hockey Organisations, Funders/Sponsors, Schools, Councils												
OUR VALUES												
I	Integrity	LEAD DIRECTION To be a well governed, effectively managed organisation - providing leadership to the sport										
N	Nurture											
L	Lifelong											
I	Inclusive											
N	Network											
E	Excellence	DEVELOP & DELIVER DIRECTION Strengthen, nurture and grow the sport										
T	Together	GOAL Create an organisation to succeed through implementation of a robust and capable inline hockey structure to deliver a quality sport experience										
E	Everyone											
A	Achieves											
M	More											
PROFILE DIRECTION Build the profile of the game												
GOAL Improve the sport of inline hockey's profile through engagement with internal and external stakeholders												
Key Performance Indicators Improved stakeholder satisfaction. Communication, Promotion, Marketing and Media Plan developed and in place												
Key Performance Indicators Effective execution of Communication, Promotion, Marketing and Media Plan Strategies												
OUTCOMES The sport of inline hockey attaining a higher profile and recognized as an appealing sport across New Zealand												
FINANCE DIRECTION Develop funding pathways for investment in the sport												
GOAL Financial security of the organisation and increased funding to meet goals												
Key Performance Indicators Reserves held by NZIHA Relationships built with key funding agencies Regional strategies underwritten for development projects, prioritised to areas with risks Increased annual income by 25% annually												
OUTCOMES The sport of Inline Hockey securing financial viability and sustainability												



NZIHA Board Operations Portfolio Report 2014

We commenced the year with endorsement from our community in regard to the creation and transition of the National Operations Committee in line with the Governance Review Report calling for separation of Operations and the Board.

We recognised an urgent need to provide support for the General Manager's role which was becoming untenable and the operation of the sport was becoming less planned and more erratic with all decisions made under urgency due to workload.

A plan to create three supporting committee's was endorsed and the Cash Committee, Community (Communication) Committee and the Competition Committee were formed.

The General Manager role was broken into tasks and those tasks were reallocated to the appropriate committees with a view for the GM role to oversee and manage these committees.

How did we go?

A call for volunteers at last year's AGM was made and we were pleased to secure a number of volunteers showing interest in differing roles within committees.

I would like to acknowledge those volunteers, although planning would have already picked up these wonderful people into functioning roles within the National Operations committee, transitioning has been very slow and definitely not where we saw ourselves in terms of progression by this time. This group of volunteers remain waiting for a role and I am confident that this will be achieved within the next few months. Thank you.

Change is often very difficult to achieve. There exists historical behaviours and processes that although not overly efficient and sometimes ineffective they exist due to an environment where operations has been under-resourced. A lack of up to date packages which are available for Sporting Organisations to utilise for, efficiency and reporting.

We also face erratic planning from our overseas partners, often dictating the path that NZIHA are forced to take due to their planning and organisational issues. We fell victim to FIRS organisational shortfalls this year. However, the recovery to attend NARCH is a fantastic result and one which will meet the development needs of our players. Not a bad outcome! Planning for exit strategies around future overseas tournaments is necessary to ensure the best opportunities are sourced for our players at affordable prices.

We commenced the year with discussion around the necessity for change. Our General Manager believed the role and the organisation worked well and there was a view that there was no requirement for change. We've worked hard to

build trust and collaborative thinking as we have moved the organisation forward towards the restructure. This has required regular checkpoints to assure alignment.

Board Meetings this year have had a higher Operational focus than expected but this was driven in part due to the operational change taking affect. We acknowledged at the start that the spilt between Governance and Operations was 80/20 and set a goal of achieving 50/50 by 2015.

Our independent advisor Paul Cameron and Board Member Neville Male in 2013 recognised the operational focus and advised very strongly that the highest priority was to find support for the General Manager to reduce workload.

On our journey in June 2014, some Board members sought assurance for the necessity and process around transition. The process of transition was revisited and engagement from all Board Members was enlisted to support the transition and General Manager. Paul Cameron set a final deadline for transition at October 2014. We have not met this deadline.

A meeting was held early this year with the three Chairs and the General Manager to align the Board expectations with the Operations of the Sport. The volunteer involvement of Claire Bruin, Jenny Henry, Pete Shields, Karen Fuller and Mark Sutton, in addition to Krys on the establishment of the National Operations Committee is greatly appreciated.

We commenced with the NZIHA event Calendar working from the scheduled event backward to set an operational calendar that would meet the event schedule.

Importance was placed on a seamless transition; at the top of all priority lists is zero disruption to our sport and our players. We established roles that fed from the tasks related to preparation for events. This became a considerable list for each committee.

At the time of writing this report the Chair's and the General Manager are reviewing these lists and 'stapling' similar roles together to ensure we have the most efficient way of working with realistic sized roles for our volunteer base. This will continue to be refined over coming years as we learn more about the conditions of our sport and efficiencies are found to strengthen our organisation.

Cash Committee.

We are unable to yet transition as we are awaiting the sign off of the 2013 and 2014 accounts before we can roll the database to commence the 2015 financial season. At that time the Cash Committee Chair will move to XBR Financial reporting for the 2015 year enabling more robust and transparent reporting.

Competition Committee

Transition has commenced and our Competition Committee successfully facilitated Nationals, 2014 and Inter Regionals in conjunction with the Northern Regional Committee and of course our Inaugural Super League Competition. We are incredibly lucky to have a group of very experienced and capable competition volunteers. They include experts in Score Bench operation, Draw preparation, Facility preparation and management, and First Aid requirements for events.

It takes many people to prepare and manage a competition; we are well resourced for our competition committee. Thank you to all our volunteers. This transition is close to completion.

Communication (Community) Committee

Two newsletters have been sent to the Community this year, a great start.

The Communication Committee in conjunction with the General Manager identified the new Sports Ground Registration system and arranged training sessions to implement, this is operational for this season. Sports Ground provides the ability to capture and improved level of player information, and there are additional functions for future growth in the sport.

Areas yet to transition are the Website, Facebook, and full implementation of all communications. Generic email addresses have been set up for all committees and the Board to enable direct communication for our community to the area most appropriate to your query. These email addresses are in the process of being tested and will be activated, early this season.

We are working hard to ensure that queries and information is efficient, consistent, and easy to understand and access to the right person at the right time is our highest priority. It is imperative to preserve the role of the Club, the Region and the National Operations Committee. Guidelines for communications are expected to be communicated early in the Season.

While transitioning this year the sport required a 'Business as Usual' delivery and at times it was difficult to manage the resources and the people around daily operation of the sport.

We faced issues of time restraints, international events, normal Regional competition, Nationals and Inter Regional and of course the new Super League this year. We also had a visiting Coach and administration around that visit to New Zealand.

All and all it has been another busy year for NZIHA Operations. I acknowledge our General Managers workload while trying to also transition to a new system as change creates additional work and uncertainty.

We are all Volunteers, all with the best intentions and at times patience and tolerance has been tested to its limit. Relationships have also been tested during this transition process. This was and continues to be challenging.

History and embedded practices have been in place for the sport for 20 years. Improvements in technology, appropriate systems for Sports organisations and fresh perspectives have been introduced and continue to be a work in progress. For that reason a gentle and patient approach has been implemented to break down barriers and ease into a new thinking and fresh delivery for the sport.

What have we learnt this year?

Separation of Operations and Governance must be finalised immediately to progress the sport. Acknowledging delays out of our control, this is the Boards highest priority.

Rigid thinking must change to progress our sport to the next level, we have a fantastic opportunity to Build the Game, and we have just started.

Susan Kennedy

Operations Portfolio



Coaching Development Summary 2014

This year the coaching development in New Zealand took a number of steps forward, this is the result of a lot of hard work by a number of individuals. We cannot look past the tireless effort of Dave and Krys who put together the most comprehensive coaching development campaign that Inline Hockey in New Zealand has ever experienced. It was great to see the level of skills and enthusiasm that this programme created in the community. This will only continue with further coaching and skill development camps being planned this year throughout New Zealand.

The 2014 year also saw the reinstatement of Oceania's after its absence of a number of years. This provides players and coaches of opportunities to develop their skillsets at a higher level of competition. Oceanias also brought a number of coaches back into Inline Hockey while also providing individuals their first International Coaching experience.

We have taken some big steps forward in the development of our coaches who play a vital role in the development of our sport in New Zealand. Coaches are the individuals who players cite as the reason for staying or leaving the game, they are the people who inspire players to push themselves to the limit. We have spent a lot of time focusing on developing the Grassroots level coaches and this is in my opinion is the key to having a successful Inline Hockey community. I am sad to leave the New Zealand Inline Hockey community, but am much more comfortable leaving knowing that we have achieved so much and that we are moving in the right direction.

Initiatives for 2014

- Dave Hammond's National Coaching Development Campaign.
- Provision of the Learn to Skate series available to all clubs to support their learn to skate programmes.
- Appointment of John Hornal as Independent director with a focus on Coaching Development
- The update of the online coaching toolbox which provides useful resources to coaches throughout New Zealand.
- Oceania and World Cup Coaching appointments
- Coaching Development opportunities through reformatted competition at Inter Regionals.

Future initiatives

- A continued localized coaching development programme
- Oceania and Narch coaching development opportunities
- The second wave of our National Coaching Development campaign
- The Inaugural Super League
- More material through the coaching toolbox to support coaches in New Zealand.

Coaching Portfolio

Zach Beardman



NZIHA Referee Panel Report 2014.

The NZIHA Referee Panel is made up of the following members:

- Kane Taylor (NZIHA Referee in Chief)
- Brendon Waterhouse
- Derek McLean
- Wayne Scott
- Alan Henderson
- Angela Prendergast (NZIHA Board Representative)

During the 2014 the panel held two formal meetings, these meetings were held on the following dates:

- 17th of February in New Plymouth
- 24th of August in Auckland

At the meeting held in New Plymouth on the 17th of February, Kane Taylor was elected as NZIHA referee in chief

Over the course of the 2014 season the referee panel had an objective to begin re-shaping refereeing across the country. The changes required were many, some minor and some major. The panel feels they have made headway on this objective, but there's still a long way to go and relationships to build.

Over the course of 2014 the panel undertook the following actions.

NZIHA Rule Book

Brendon Waterhouse took the huge task at hand and ran with it. The Rule book was updated to include all past amendments, rule changes and new rules. The major change to the new book from the old was the inclusion of the interpretation of each rule. This ensures the rule when read is interrupted in the correct manner, or in layman's terms. Most rules are also followed by scenarios where applicable to describe situations the rule may be imposed during. The feedback has been tremendous with Players, Coaches and Referee's alike appreciating the easy to read and understand nature. For a copy of the new rule book, please contact the NZIHA General Manager. A special thank you to Brendon Waterhouse for the extreme amount of hour's invested into this project.

Level 1 Referee Courses

During the 2014 Season we ran three referee courses, these were run midyear in May. The courses were held in the following centres:

Auckland on the 10th of May
Hamilton on the 11th of May
Wellington on the 17th of May

Attendance was good, but anticipate numbers climbing steadily for future courses. Attendance was 9, 9 and 13 respectively. The Level 1 referee course was completely re-designed from scratch. The course is designed to focus on the basics of refereeing to enable new referee's the knowledge to step onto the rink for the first time. The exam that accompanies the course has also been constructed from scratch to focus on the 5 areas of importance that the course is built around. The old referee course and exam although suitable at the time, was outdated and a lot did not apply to our rule changes, changes in refereeing positioning and procedures, nor did it focus on the basics.

These 5 areas of focus are:

- **Positioning**
- **Rules and Procedures**
- **Being Vocal on the rink**
- **Selling the call**
- **Penalties**

All the work for the course, and exam was completed by Kane Taylor, with the referee panel signing off on the exam content. At the completion of the course all participants who pass the exam will receive their Level 1 qualification.

Referee Qualifications

On the back of the new referee course for level 1, the referee panel has placed a freeze on the remaining level 2 and level 3. These are currently under redesign, with the panel having a draft plan with 5 levels available for referees to gain. This will enable the ability between referee's to be reflected in their qualification level, and also give motivation for lower level referee's to advance and gain more knowledge.

The referee panel hope to have the new levels in place at the end of 2015, at which stage the panel will assess all referee's as to their new level. Each level will have an on-rink assessment and exam to pass before advancing.

Referee Shirt

The Referee panel undertook the task of sourcing/designing a new referee shirt. The existing stock of old shirts was discontinued, and with limited stock left sizes were hard to come by. The new shirts will always be available, as the design is on file. The new shirts cost \$50 per shirt, as opposed to the old shirts that cost \$65 per shirt. If you wish to purchase a new shirt, we expect stock into the country of these by end of April/Early May. Please contact the NZIHA general manager for these.

Referee Reimbursements

The panel worked with NZIHA to make adjustments to the existing reimbursement rates for Nationals and Regional Championships to allow for better budgeting. These rates were slightly adjusted to save dollars and have been in place for 2014, and the upcoming 2015 season unless otherwise noted.

Survey

During the latter part of 2014, the panel conducted a survey of players who attended FIRS World Champs and players who attended Oceania's in Hamilton. The reason behind this survey was to gain a better overall knowledge and understanding from the playing community of the difference in rules between IIHF and FIRS. The survey results helped us make an informed choice on suggested rule changes that was submitted to the board early September following out August 24rd Meeting.

The board initiated some of those changes suggested. The Referee panel did not suggest the removal of off-side as that rule was deemed to be important to the style of game and game play in general. This panel suggested the board make a decision on this as a whole.

The panel wishes to work with the board to implement additional minor rule changes/amendments as deemed necessary, or help with the inception of a rules committee made up of players, coaches and referee's to overlook our rules for the future.

Disciplinary Policy and Procedures

During the 2014 season Brendon Waterhouse drafted up a new look disciplinary policy and procedures for the board to consider. This new look document was aimed at ensuring fair ground for players, referee's and more importantly the disciplinary panels to understand and follow a clearer set of guidelines. Following this document, the NZIHA have made minor changes to the existing policy and procedures. These changes are minor,

but will help with the overall goal. The Panel also wishes to work with the Board to continue advancing and fine tuning what we have in place. The Panel also wishes to see the creation of a disciplinary panel to review the system, and oversee all disciplinary action.

Assessments and On-going training

The Referee panel and its members are focused on mentoring and helping our lower qualified referee's. At every event where a panel member attends we carry out mentoring. This could be in the role of formal assessments recorded on file, assessments from the rink side with notes and information passed onto the referee between periods or watching games while taking to a referee about the game at hand. All forms of mentoring have an impact. This is an ongoing process and as a result we have some promising young talent moving up the ranks.

The 2015 season holds many more opportunities for the referee panel to advance and keep moving towards our goals. The major goal of the season is the inception of the new referee qualification levels. Our major events for the 2015 season are Bauer Cup, Oceania's, NARCh, Nationals, Super League and Regional's.

The panel also wishes to hold at least 4 level 1 referee courses. Two of which to this date have already been run with a very successful attendance.

Kane Taylor
NZIHA Referee in Chief

Events Overview

The 2014 year has seen a year of change with NZIHA operations moving towards an entity of its own working under a governance board.

FIRS Worlds

Player activity continued both within New Zealand and abroad. New Zealand teams entered the FIRS World Championships held in Toulouse France with mixed results, however the exposure to international teams is a focus in the pathway towards a podium placing in 2017 at the World Rollersport Games.

Oceania

Oceania Championships were successfully staged in Hamilton in July. The initiative to include regional representative teams increased the number of players exposed to international competition and the overall results were pleasing. New Zealand took possession of the coveted Tasman Trophy and will seek to defend this honour in 2015.

Nationals

A pleasing number of teams in each grade attended Nationals in New Plymouth in September with amazing support from our volunteer base to ensure scheduling ran smoothly and on time. Revenue streams currently being developed impacted on the surplus margin in 2014 with the player skills competition and a unique jersey design and a donation from \$1500 travel voucher from Stars Travel International as raffle prizes.

Inter Regionals and Super League

With some concern initially, Super League was introduced to interested players and contested within the Inter Regional Championships held in Auckland at Activzone. Both events proved very exciting with the overall trophy going to Central Region and Super League preparing for another round in 2015

Income Stream

NZIHA are developing an income stream to assist players and clubs interested in purchasing uniform at reasonable cost. Volunteer design work can be sourced along with deliveries and pricing providing an alternative option for both NZIHA and its members.

Acknowledgement

Jenny Henry, Pete Shields and Claire Bruin make up our "ops team". They have provided a huge amount of input and a large number of hours to ensure the player on the rink can "play the puck". I sincerely thank them for their support. In addition we have a team of helpers willing to spend hours on the "bench" to ensure the games are scored, a special thanks to Julia Craig and Wendy McLean.

Krystyna Beardman

General Manager

For Discussion And Ratification At The
NZIHA Annual General Meeting
APRIL 2
2015



Board Resolution Resolved

That in accordance with the Governance Review Report dated February 3rd, 2013 and the unanimous club vote to proceed, together with the requirement to align NZIHA's constitution with the anticipated requirements specified by the reform to the Incorporated Societies Act that 1908, the new NZIHA Constitution be adopted in the form attached to this notice.

Reason

Following the Governance Review Report 2013, NZIHA Clubs unanimously voted to implement the recommendations. The proposed constitution is a direct result of actions taken to implement such recommendations for the ultimate betterment of the sport of inline hockey. It was clear in the review that the election process was simply not working, and NZIHA was suffering; which resulting in spiraling behaviour of dissent. The first year of a Board saw the development of a strategic plan and 2014 saw the implementation of some of the strategic initiatives to continue to develop and nurture the growth of the inline hockey.

Changes within the constitution are also as a legislative requirement through anticipated changes to the Incorporated Societies Act 1908, that are expected to come into force in the near future. It should also be noted there are also changes to ancillary statutes that place obligations on incorporated societies, such as reforms to the law of Health and Safety, which directly affect both NZIHA and Member Clubs.

This is a very important milestone in the evolution of NZIHA in our 20th anniversary year, our intent is to delivery on the recommendations outlined in the Governance Review by implementing strategic initiatives to develop the sport for the next 20 years.

It is important to notes the existing obligation for Member Clubs to align their own Club constitution to that of NZIHA's. Accordingly, it will be necessary for all Member Clubs to review their constitutions and forward a copy of any updated constitutions to NZIHA as a matter of record.

The Board would like to acknowledge and thank Will Downey, of Govett Quillam for his service in rewriting our constitution.

Background Information in relation to constitutional changes

Summary Table of Changes to Constitution	
Table of Contents	Addition 7 and 8
Section 1 Definitions	Added Appointments Panel, Independent Appointer, special resolution and amendment to Executive Change Executive Committee to Board
Section 2 Name	No Changes
Section 3 Objects	No Changes
Section 4 Powers	4.1.10 amended 4,1,11 amend SPARC to Sport New Zealand Addition 4.2 Independent Construction
Section 5 Membership	5.3.2 (e) amend provision of Act and Charities Act (g) Add handling complaints
	5.4.1 added (d) supporter and (e) associate
	5.9.2 Amended
	5.10 Add (c) and (d)
	5.10.3 Add (b)
Section 6 Governance	6.3.2 Amended 6.3.4 Amended Add Section 6.4 Selection Panel
Section 7 Appointments Panel (NEW)	Add Appointments Panel Sections 7.1, 7.2, 7.3
Section 8 Independent appointer (NEW)	Add Independent Advisor Sections 8.1 -8.8
Section 9 Officers of the Executive (old section 7)	Section 9.2 Rename President to Chairperson Add (e) Independents Add (f) Statutory Officer Add (g) Secretary
	Section 9.3.1 Duties of Officer amended
	Old Section 7.4 election of officers removed
	Section 9.5 Removal from Office amended
	Section 9.6 Indemnity of Officers amended
	Section 9.7 Disqualification of Officers added
Section 10 Discipline Matters (old section 8)	Section 10.1.2 and 10.1.6 added
Section 11 Meetings (old section 9)	11.1.6 Amended 11.2.1 Amended
	Section 12.1 amended read in full
Section 12 Financial (Old Section 10)	Section 12.1 amended read in full
Section 13 Anti-Doping Policy (Old section 11)	Section 13.2, 13.3 and 13.5 added
Section 14 Alteration of Constitution (Old section 12)	Section 14.5, 14.5.1 -14.5.3 added
Section 15 Common Seal (old section 13)	No Changes
Section 16 Winding Up (old section 14)	No Changes
Section 17 Interpretation (old section 15)	No Changes
Section 18 Matters Not Provided For (old section 16)	No Changes

DRAFT FINANCIAL REPORTING FOR YEAR ENDING DEC31ST 2014

The end of year financial reports are currently with the auditor with the final audit report expected prior to the Annual General Meeting.

The draft Financial Report has been attached to this document.