

New Zealand Inline Hockey Assoc



Annual General Meeting
Year Ending December 31, 2013

Second Notification
Remits and Strategic Plan
March 22, 2014



New Zealand Inline Hockey Association
P.O.Box 18001
Merrilands, New Plymouth, NZ

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 following the Governance Review Committee's (GRC) report chaired by independent advisor, Paul Cameron.

The intention of the 2014 Executive is to continue with the recommended structure of "the Appointments Committee" and appointment of an NZIHA Executive Board.

Before any changes are made to the constitution the Independent Advisor recommends a further year of the Board Appointment process and NZIHA Board to have time to implement 2014 strategic priorities outlined in the NZIHA Strategic Plan.

Progression of Strategic priorities will demonstrate to the Inline Hockey community that the revised model is in the process of delivering improvements to the sport as a whole.

Included in this communication is:-

- Notice of AGM
- AGM Agenda
- Registration of Delegates
- Call for Remits
- Board Member position applications open

We may now receive remits from Clubs by 20 March (30 days prior to AGM) for the upcoming AGM, so that NZIHA may redistribute all remits to Clubs by 22 March being 28 Days prior to the AGM. (Please use the format provided in the guidelines below). Remits, Minutes of the 2013 AGM and the NZIHA 2014-2017 Strategic Plan will be distributed 22 March 2014.

Applications for Board membership are now being sought. All applications are to be emailed to Appointments Chairman, Paul Cameron, by March 31st.

Paul can be contacted at paullyndacameron@gmail.com to discuss anything in confidence re the process.

Kind Regards

Krystyna Beardman
Operations Manager
New Zealand Inline Hockey Association

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Notice of Annual General Meeting

***New Zealand Inline Hockey Association
 Annual General Meeting Agenda
 April 19, 2014
 Meeting Start 10am
 Mt Wellington Skate Rink, Auckland
 (Registration from 9.30am)***

- Welcome
- Confirmation of Delegates Attending
- Apologies
- Previous Minutes & Confirmation
- Acting Chairperson's Report April 2013 – Jan 2014
- Acting Chairperson's Report Jan 2014 – April 2014
- Report; Financial End of Year 2013 (31 Dec 2013)
- Report; Financial Portfolio
- Report; Referees Portfolio
- Report; Coaching Portfolio
- Report; EO Portfolio
- Report; Growth Portfolio
- Report; Independent Advisor including Strategic Plan
- Remits
- Announcement of Executive Board
- Appointment of Auditor
- General Business
 - Board Notified Intention
 - Item One – Centralised National Operations Committee
 - Item Two – Strategic Plan Endorsement

Club Delegates

A member Club having all dues paid shall be entitled to one voting delegate at General and/or Special meetings, providing the member is not under suspension and has at least ten (10) registered members for whom the current fees have been paid.

Club delegates may represent one club only and shall be a member of the club they represent.

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Registration for Club Delegates attending 2014 AGM To be held on April 19th in Auckland.

To assist with meeting arrangements please email and confirm if your club will be sending delegates by March 31st, 2014

Name of Club: _____

Name of Voting Delegate: _____

Name of non-voting Delegates: (max 2) _____

I, President/Secretary of _____

Confirm _____

The above named delegates are financial members of our club, and members of the NZIHA for the 2014 year.

Further, I confirm that the _____ is

Affiliated with the NZIHA for the 2014 season and is in good standing with the New Zealand Companies Office.

Signed: _____

(President/ Secretary)

Print Name: _____

Dated: _____

Club Delegates

All NZIHA affiliated clubs are eligible to have two club registered delegates attend; one of these delegates must be nominated by their club as the "voting" delegate. Club delegates may represent one club only and shall be a member of the club they represent. There is no voting by proxy.

A signed copy of this form should be presented at registration on arrival.

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Notice of Intention

Resolution One

Resolved

- 1. That in accordance with the Governance Review Report dated February 3rd 2013 and pursuant to the powers set out in clauses 4(a)(l) and (m) hereby appoints a sub-committee to be known as the NZIHA Appointments Committee (“the Appointment Committee”)**
- 2. That the Appointments Committee shall have as its Chairperson PAUL CAMERON**
- 3. That the other members of the Appointments Committee are to be appointed by the Chairperson**
- 4. The Appointments Committee’s sole power and function will be to recommend to the New Zealand Inline Hockey Association Annual General Meeting, the appointment of appropriate Members to form the NZIHA Executive Committee from the 2014 Annual General Meeting to hold office until the 2015 Annual General Meeting.**

Reason

Before any changes are made to the constitution the Independent Advisor recommends a further year of the Board Appointment Panel process and NZIHA to have time to implement 2014 strategic priorities outlined in the NZIHA Strategic Plan.

Resolved:

That the NZIHA Executive Board endorse the continuation of an appointed NZIHA Executive Board for 2014-2015

Resolution Two

Resolved:

That the NZIHA Executive Board endorse the continuation of an appointed NZIHA Executive Board for 2014-2015 with any vacancies to be filled by the Appointments Panel.

Reason:

The idea of an appointed NZIHA Executive Board is to have executive members with a complimentary range of skills and independent thinking for the whole of sport to improve leadership and strategic direction of the sport of Inline Hockey.

Before any changes are made to the constitution the Independent Advisor recommends a further year of the Board Appointment process and NZIHA to have time to implement 2014 strategic priorities outlined in the NZIHA Strategic Plan.

Progression of Strategic priorities will demonstrate to the Inline Hockey community that the revised model is in the process of delivering improvements to the sport as a whole.

Continuity in a time of much change is prudent management.

General Business

BOARD NOTIFIED INTENTION

Item One: NATIONAL OPERATIONS COMMITTEE

The NZIHA Board and Independent Advisor recommend and plan to implement for 2014, that Regional Sub Committees be replaced with the implementation of a centralized National Operating Committee.

The NZIHA Board notes that:-

- a) each region will appoint a Regional Chairperson for 2014
- b) the purpose of the regional Chairperson is to call forums for the region and to delegate authority for compilation of the regional competition draw and organisation of Inter Regional competition.
- c) each elected regional chair will join the National Operating Committee.
- d) the regional chairperson will chair one of the National Operating Committee Sub Committees (as they lead from a position of trust in their region as the regions elected representative).
- e) regions will nominate delegates for the Sub Committees (with the right skills and personal attributes for the volunteer jobs available)
- f) NZIHA Executive Board will appoint members to the respective sub committees

PURPOSE

The Board is empowered under section 7e of the constitution to create a subcommittee for a specific purpose.

To streamline NZIHA operations with a structure that better reflects the current size of the sport. The centralized model will enable the engagement of more volunteers, with a more efficient dissemination of workload, training and succession planning.

In the present state NZIHA do not believe the regions are functioning as effectively as they should, they have two functions, the draw and all arrangements of regional teams for inter-regionals. The need for these functions remains however we believe we can streamline operations to create greater efficiency and effectiveness through centralization.

REASONS

The principle of the new structure is:

- The Regional Committee role is not utilised correctly at present, with limited value to the sport/Clubs in its current state. Some Regions operate better than others.
- The number of players in the sport is declining, therefore the numbers of clubs are declining, and the current structure is too big for efficient use of resources

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- available to the sport.
- We have extremely experienced, efficient and passionate people spread throughout the country who as one committee could add a huge amount of value to the sport
- The volume of work at the National Operational level is enormous, too big for one person.
- NZIHA/Sport remains vulnerable if all information is managed by one person; shared load, shared resources could benefit the sport greatly
- There is no proposal to change administrative geographic boundaries, the player on the rink should see no change, and this proposal is simply for the administration of the sport.
- As the sport grows there may be a requirement to split back out to 4 Regions or more.
- We envisage the Operational Committee as potentially training for the future Board. NZIHA are in desperate need of succession planning for the sport.
- The sport is better supported by a highly functional Board and Operational Committee.
- A shared load can reduce the volume of work to our volunteers. A united Operational Committee following a strategic plan, working coherently, will allow our fantastic volunteers to get on with the job.
- Shared load, Shared success.
- Elimination of conflict around draws, tournaments, National and Regional competition

NZIHA Executive Board would like to trial this structure and assess its workability before changing NZIHA constitution. We would look to vote on this change being permanently introduced at the 2015 AGM

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Item Two: STRATEGIC PLAN

The NZIHA Board operating within its powers has already accepted the NZIHA Strategic Plan 2014-2017. The Board is presenting the Strategic Plan to the Inline Hockey community at the AGM and seeks endorsement of the Strategic Plan from NZIHA Clubs.

We see stakeholder endorsement as important so that everyone is on the same page moving in the same direction.

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

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Integrity

Nurture

Lifelong

Inclusive

Network

Excellence

Together

Everyone

Achieves

More

LEAD
DIRECTION
To be a well governed, effectively managed organisation - providing leadership to the sport

GOAL

Create an organisation to succeed through implementation of a robust and capable inline hockey structure to deliver a quality sport experience

Key Performance Indicators

Board structure continuance with appointed members

Clear direction for sport through strategic plan

Relationships solidified with stakeholders

Management structure implemented and operating effectively with performance evaluations

Organisation positioned well with succession planning

OUTCOMES

Optimised performance through an effective structure & skilled people to deliver a quality sport experience

DEVELOP & DELIVER
DIRECTION

Strengthen, nurture and grow the sport

GOAL

Drive and nurture growth and participation

Seek to improve the development and delivery of the sport from grassroots to high performance

Attain higher levels of performance

Key Performance Indicators

NZHA to provide resource for "Learn to skate and play inline hockey" program (by end 2015). Most Clubs (80%) engaging with local communities including schools by end 2016.

Pathways for players, coaches, referees and volunteers communicated to community, providing growth & international achievement. By 2017 improved club access to quality playing facility with three venues capable of international events.

Opportunities for development of players opened up. Local & international achievement targets met for high performance.

OUTCOMES

Increased participation, achievement and capability

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

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 links

Increased annual income by 25% annually

OUTCOMES

The sport of inline Hockey securing financial viability and sustainability



NZ Inline Hockey New Board Member Position Outline

Closing Date: 31 March 2014
Applications To: paullyndacameron@gmail.com

New Zealand Inline Hockey is the National Governing Body for the sport of Inline Hockey within New Zealand.

NZIHA in 2012-13 had an independent governance review, which has recommended a move to a more formal structure of a board rather than a committee. The intention is to attract the best skilled people available.

The implemented structure for the Board was 8 persons, 6 internal from the inline community and 2 independents. The intention is to continue with this structure.

For 2104-15 the 2013-2014 NZIHA Board shall continue with any vacancies to be appointed by the appointments panel (subject to AGM outcomes)

The Board is aware that Richard Nelson has indicated he will step down at the April 2014 AGM. Independent Board member Neville Male has resigned his position on the board but has indicated he remains committed to assisting the '2014 Top of the South' growth initiative in Nelson and Motueka. Paul Cameron has already stepped down as acting chair, but remains as NZIHA independent advisor. The NZIHA Appointments Panel seek nominations for both Internal and Independent Board Member vacancies. The Independent Advisor is actively seeking potential external Board members.

Board Composition

- Board to comprise of up to 8 appointed persons, with up to two independent members [if possible] and ideally including the Chair.
- Board composition to include persons' with knowledge of the game
- Have the capacity to co-opt the necessary people to assist the 'volunteer governance/management' in areas like IT, Media and Communications

Board Meetings

- Board aims to meet [physically] at least 6 times per year with telephone/Skype meetings at least 4 times per year

Board Expectations

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- Greater level of strategic work to be covered by, the Board: **‘To Build The Game’**.
- Board need to be leaders individually and collectively
- Values need to be created and adhered to
- Members need to be respected internally and externally
- Fiduciary duty to be able to place the sport’s needs ahead of club and individual desires
- Abide by Board protocols and collective decisions [responsibility]
- Maintain confidentiality
- Lead Portfolios [for example] including

Lead the Game	Develop & Deliver the Game	Profile the Game	Finance the Game
Legal Governance Leadership Stakeholders	Coaching Referees National Operations Events Growth	Marketing Public relations Sponsorship	Finances Grants Fundraising

- The ability to ‘Dream’. All boards need to collectively look beyond the current discussing new ways and opportunities but remembering the game is for the players and not for the administrators, officials or parents – ‘Playing the Puck’.
- Due to the small size of the ‘volunteer’ sport the Board will need to carry out a combination of strategic/operational tasks but with an emphasis towards 80% strategic and 20% operational, the reverse of the current situation.

Strategic Plan

- Full strategic planning is now complete including creation of a one page plan for the sport. The Strategic Plan is being presented to the AGM 2014.

Key tasks

- Implementation of the strategic initiatives
- To ensure an effective, well structured, cohesive sport for New Zealanders

If you are interested in helping the sport of inline hockey please apply in writing to :
paullyndacameron@gmail.com.

Candidates should include CV and a cover letter highlighting the skills and what you believe you can achieve for the sport of inline in the future.

New Zealand Inline Hockey Association Annual General Meeting Held in Wellington on 20 April 2013

Venue: Brentwood Hotel, Kilbirnie. Time 10:25am Finish 3.15pm

Executive	Rob Henry (President), Krys Beardman (Vice President), Maxine Dines, Mark Drummond, Anna Carrington, Sandy Nimmo
Delegates	Tim Horne, Steve Graham, Cherylun Bunning, Sue Kennedy, Alethea Stove, Angela Prendergast, Diane Thomsen, Scott Collins, David Carrington, Rachel Walsh, Nicole Grimme, Fred Ashworth, Sandra Ashworth, Nicola Ellis, Simon Lovell, Zach Beardman, John Beardman, Mark Drummond, Barbara Baker, Jenny Henry, Claire Bruin (minutes)
Apologies	Joel Coppins (Mustangs), Michelle Houston (Dragons), Robbie McIntyre (Referee Chairperson). Moved Rob Henry/ Scott Collins - carried
Previous Minutes	Moved Rob Henry, seconded Alethea Stove - carried
Matters Arising	None
Presidents Report	<p>End of tenure as President, appreciate advice and support, although at times issues appeared to overwhelm any forward motion. Sending teams to USA is ambitious, a huge undertaking and costly – A decision undertaken as Australia advised they would not host Oceanias in 2013. Krys has done huge amount of work organising the trip along with her normal work load, With the different teams involved and the various events on offer (in the USA) different requirements have had to be met. Has been a huge undertaking, however the experience for our players will be worth the efforts involved. Undercurrent of change being required as an executive, needed to look at what works and what doesn't. It was a good open discussion at nationals led by Damian Cruz leading to a governance review lead by Paul Cameron. Paul has talked to many of our members around the country to gather information to provide background to his review. An appointments committee consisting of Paul Cameron, Diane Thomsen and Neville Male was set up to appoint board members with their recommendations to be announced at end of this meeting. I would like everyone to constructively engage with the new board, give them time to operate and seek a direction for our sport, without the negative comments of late on Facebook and email.. We want to move forward and grow our sport. Thanks to the current executive who have put in a lot of work during the term of their involvement,</p> <p>Presidents report moved Rob Henry/ Sandy Nimmo – carried</p>

- Financial Report** Audit reports for 2011 and 2012, as 2011 was not audited in time for AGM. Moved that 2011 report be accepted Krys Beardman/Alethea Stove, carried.
- 2012 Report**
 Summary read out by Krys.
 Questions on the report:
- Are there only 17 Clubs affiliated – *Answer yes*
 - Requested breakdown details of the \$17,294 on player development – *Answer Krys did not have breakdown on hand but would provide to the new board as required.*
 - Notes to financial statements show different figures for grant income than the grant acknowledgement – *Answer -report does not include GST, this is standard practice*
 - What are the Grants? – *Answer Lion Foundation – overseas airfares, NZ Racing Board overseas airfares*
 - Debtors listing – is there a process in place seek payment? *Answer – These debts are NZ players – they have been followed several times and now included as debtors in the EOY reporting.*
- Income from Skate NZ is administration grant based on numbers. Broken down between Artistic, Roller, Speed and Inline. Inline get the larger percentage as have larger numbers. Moved that the 2012 annual report be accepted Krys Beardman, seconded Barbara Baker, carried.
- Referee Report** Robbie McIntyre appointed as Chairperson in 2012
 Report read by Rob Henry. Moved by Rob Henry, Seconded Sandy Nimmo, Carried
 Comments from Sandy Nimmo on report: Robbie and Sandy working on online modules. Frustration with lack of communication from clubs and referees. Club needs to advise who in their clubs can ref or no longer active. Query whether continuation of current two refs per region allocation for committee was viable. There are some younger referees who are prevented from helping on committee due to the “allocation”. Maybe the way it is set up needs to be reviewed.

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- Coaching Sandy Nimmo presented the report.
Advisory Particularly thanks to Alethea and Jeff Burns.
Committee Wants current committee to stay in place until Board decides otherwise. Sandy advised she could achieve advertising or sponsorship revenue but did not have any authority.
Long term planning of direction presented last year, along with the skills progression booklets development. Barbara Baker asked at what stage the booklets were at.
Sandy advised Two booklets were finished and almost print ready. Others still in draft.
Comment (Jenny Henry)– that is would be good to have them out in the clubs.
Queries: Level 1 – are we using USA program from Dan Brennan?
Answer – Sandy has tried to NZ-ise it. Has put it in terminology that is easy to understand. Have also got info from Sweden and Finland, as well as USA and Canada.
Sandy was asked where this information is and when it was going to be shared with the Board/ Clubs.
Revised skills matrix in spreadsheet format – so easy to understand – this is a workable tool that could be out immediately.
Will be sent to Krys to put on website.
Skills Active: Too expensive to get independent rating – Sandy is looking to piggy back on other organizations like NZ Ice.
Moved report to be accepted Sandy Nimmo, Seconded Alethea Stove - carried
- Governance Presented by Paul Cameron
Review It is a pleasure to be here, it has been stimulating and interesting experience talking to club representatives around the country.
Committee By end of January communicated with over 70 people. Have enjoyed the initial work. Now at stage 1 as an independent advisor, looking at recommendations. Has 33 years involvement in sport –inline hockey has the most passion, is also mixed with other characteristics. Needs to change and go forward in a positive way.
Lots of good people – need to have passion and desires coming together.
Thanked the eight people that he worked with from the regions Angela Prendergast, Scott Collins, Nan Jensen, Pete Shields, Sue Kennedy, Mark Ketchell, Alethea Stove, Andrew Maitland NZIHA needs to make sure these people are involved going forward. Thanked Krys and Rob – they have been very professional.
Thank you to Barbara Baker – liaison person with careful support.
All comments were taken in confidence. Paul advised he would be available for a few more months.
Areas of report highlighted – key recommendations. Quite a few people gave ideas on day to day improvements, but needed to do governance first.
Inline Hockey is sitting at 135 on Sport NZ list – rugby number 1 – if the sport managed to move up the rankings more help will be able to be obtained from Sport NZ.
Executive Officer overworked, very talented person. Needs to play an extremely important role. But should not be working 24 hours a day. Sport NZ acknowledged the work of 30 volunteers from various sports in 2012 – Krystyna was one of them..
Theme used throughout report is team – everyone achieves better together. Looks forward to working with new board.
Moved by Paul Cameron – Governance report to build the game – seconded Angela Prendergast
Rob acknowledged Paul’s report to those present and advised that it was good to have the information and report to move the sport forward.
- Resolution 1 1. In accordance with the Governance Review Report dated February 3 2013 and pursuant to the powers set out in clauses 4 (a) (l) and (m) hereby appoints a sub-committee to be known as the NZIHA Appointments Committee (“the Appointments Committee)
2. That the Appointments Committee shall have as its Chairperson Paul Cameron.
3. That the other members of the Appointments Committee are to be appointed by the Chairperson.
4. The Appointments Committee’s sole power and function will be to recommend to the New Zealand Inline Hockey Association Annual General Meeting, the appointment of appropriate
5. Members to form the NZIHA Executive Committee commencing the 2013 Annual General Meeting to hold office until the 2014 Annual General Meeting.

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- Resolution 2
1. Pursuant to Resolution dated the 4th day of March 2013, the NZIHA established an Appointments Committee to make recommendations to the 2013 Annual General Meeting as to the appointment of a replacement Executive Committee.
 2. The nominations have been made in accordance with the request made to the Appointments Committee, such nominations to be to be confirmed and advised at the annual General Meeting.
- Rob Henry moved that Resolution 1 and 2 be accepted, seconded Sandy Nimmo, carried

- Remit 1, 2 & 3
- Remits submitted 1,2, & 3 Rimutaka Renegades were discussed by Sandy Nimmo. Sandy still supports remits but is happy to withdraw them under assurance that life will go on stating that in her view there was a gaping hole in an organisation who did not have support in place for standing committees based on her extensive experience.
- Rob said rewrite of constitution was 3 years ago after advice taken from Sport NZ and Charities Commission. A Board or Executive need to be able to make changes to standing committees in the event of them becoming unworkable. Committees need to be working alongside the board with a similar view on strategic development. Jenny Henry thinks there is a general consensus that committees are needed – but this should be looked at over the next year.
- Paul Cameron – strong recommendations are that committees are important – at least four sub committees. Existing committees stay a period of time (around 3 months) with a review taking place to ensure they are viable.
- Sandy would like to have by law amendments put on the agenda some time in the future and not disappear. Possibly at the next AGM
- Rob Henry moved that the three remits put forward by the Rimutaka Renegades be withdrawn, seconder Barbara Baker, carried – one abstained

Diane Thomsen addressed members

Former NZIHA president from 1999 – 2007, NZIHA's only life member spoke to the clubs present. Would like to express thanks from membership to the executive for starting this process Thanks for generosity of spirit to set this in place. Very heartening to see. Endorses Paul's comments regarding Krys as a treasure. Would hope that Krys is looked after in a special way. Thank you to Rob who is stepping down, many and varied demands have become part of the more recent executive tasks.. Expressed thanks for leadership.

Full Report below:

Diane Thomsen..... Reflections on... NZIHA Governance Review 2013

- The sport **cannot continue, numerically, financially, or philosophically**, as it has in recent years, and there is a possible way forward. One possible step on that way (as proposed by Paul Cameron in his Governance Review) is the formation of this Board, - a concern is that the time allocated for the Board to attack the task at hand, just one year, is too short.
- **The Board role transcends club or region.** A Board member's club interests must not be paramount. The distribution of the Board takes little account of geography - all members are working as a team in the interests of the whole inline hockey community.
- **Governance** : In a sport of this size and in the current difficult times governance and operational matters merge. It will demand flexibility and high standards from Board members. In his position description for this Board, Paul Cameron estimated that the Board role is 80% governance and 20% operational but that will vary from person to person and occasion to occasion.
- **Structure** - the current game structure with 4 regions and with a regional league leading to regional champs , nationals, Interregionals was developed in the years 1998-1999 when there were 4 growing regions and in excess of 40 clubs. It worked well - as long as it was professionally and firmly administered - but the challenge for this Board is to come up with a structure which works for the numbers and geographical spread that exists today. It will not be the way it is now and it may not be the same as it will be 10 years in the future - it is important to work with the situation as it is

today. Only by doing that successfully will the sport again attract the success and growth it enjoyed in the past.

- **International competition** is a many-edged sword. NZIHA fought hard to get international competition at the outset but, in my view, the continuing annual focus on international events across the age grades has been to the detriment of the health of the sport internally, and has had a negative impact on administrative and personnel resources, on family resources, and on the ongoing future for young people playing the sport. There are some who value international above all, but, in my view, the extent of international competition that NZIHA commits its membership to on an annual basis is counterproductive and contributes to the decline of human and financial resources in the sport.
- **Administration and Succession Planning.** There are two separate but interconnected issues to be addressed: -
 1. **Executive officer role** has grown to encompass a huge range of portfolios, some of these are: Treasurer, Secretary, Communications Officer, Registration Officer, National Events Manager; International Events Manager, Sponsorship, Publicity, Website, Travel agent, uniform orders - and this is by no means the extent of the role currently. Serious work needs to be done on valuing the role of the current Exec Officer by working with her to rationalise that role, and to train others to take on various aspects of her current workload. Skilled analysis is required to create an administration which does not rely on the sweat and endless goodwill of one superb individual.
 2. **Succession planning is a key need** - failure to address this issue leaves the Assn in a potentially perilous situation, no more so than in the role of Exec Officer.
- **Finance** - No growth in funds for a number of years- in fact operating losses in the past two years. A National Body needs a sizeable and regenerating fund to be able to undertake major initiatives to bring the sport to more people. NZIHA must be financially sustainable for future growth to occur.
- **The Landscape for inline hockey has changed:** one challenge is to keep the ambitions of those in the sport realistic in what is in this country an amateur sport. The Landscape for all sports in NZ has changed to an extent that all sporting bodies need to **change to thrive**. (This is why the composition of this Board heartens me - the fresh eyes and new ideas).
- **Strategic Plan** : a strategic plan that is meaningful and manageable is for the Board. There must be a clear and shared vision as to what the landscape of this sport is to be, and then leadership must be shown in communicating that vision to everyone involved in the sport, and to work cooperatively to make it happen.
- **The Climate and the Forecast:** While inline hockey is an amateur sport, there does need to be a professional 'approach' to leadership, to governance, to relationships with players, clubs, and other stakeholders. What emerged in the recent review was an existing climate of increasing antagonism, parochialism, indiscretion, betrayal of trust, and the list of negatives goes on across the sport (and this is not to in any way negate the great work still being done by some individuals and by some clubs). To continue in the current negative climate has only one sure outcome. The newly appointed group substantially represents fresh eyes and new ideas - this, married with sound governance, optimism and sense of purpose bodes well for the future.

Paul Cameron
 announced
 new Board

Process used: Exec signed off for Paul to head up first board appointments committee – 3 people were appointed, Paul as chair – respected person in sport and another independent. Diane Thomsen only life member, past president, very well respected, Neville Mail – lives in Nelson former CEO at sports Tasman and respected business in Nelson and formerly Wellington. By 31 March people invited to apply. Twenty serious expressions on interest – 13 applications for 7 places. First time being appointed rather than elected. A sign

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from the sport it wants to go forward. Panel time has been challenging – Paul has been in hospital after dog attack. Diane and Neville and Barbara have done lots of work over this time.

Board is: Richard Nelson (Waikato), Tim Horne (Waikato), Sue Kennedy (Wellington), Zach Beardman (Wellington), Angela Prendergast (Auckland), Dave Carrington (New Plymouth), Neville Mail (independent).

Good individual skills and would be good as part of a team is very important. To be there for the good of the game not just their club. Does not matter if not from each region. Regions are important and have tried to have a good regional balance at this.

Diane Thomsen – fresh team with fresh ideas – David is the only one who has been on the executive. Interim chair will be appointed until board up and running – The appointments committee has asked Paul Cameron to take on this role - he accepted. Paul still working on stage 3 of report as part of his brief.

Paul Cameron went through slide presentation.

New Board Members Spoke:

Dave Carrington – thanked Paul and appointments committee for appointment, has been on executive, executive have had to deal with distractions and nothing ever developed. Financial climate impacting sport, but can still grow. Important thing to realize, inline hockey is a small sport will take years to grow - hoping that generations to come will know what inline hockey is and will want to play the game. Need to hang onto people that currently play, and encourage more into the sport.

Neville Male had prior commitment for today. Paul passed on he is looking forward to working with this sport, but more challenges than he was first told.

Tim Horne – vice President of Hamilton Club, 3 sons playing, last year noticed decline in numbers, no longer going to Tauranga, very sad to have decline. Need to grow sport – very exciting game. Did some recruitment at children's school. School league gets kids to rink. Last year a new group of individuals become new committee in Hamilton – moving forward slowly but hard work, all are committed to it. Have been involved at committee level for six months.

Richard Nelson

Was on old Hamilton committee, and now new. Impressed by structure that is moving forward. Have a lot to learn and hoping people will help. Looking forward to putting structure in place and putting things on top, passion, transparency. Hopefully everyone will know what we are trying to do with no surprises.

Sue Kennedy – Parent of player. Communication is most important, has been dysfunctional and not transparent. Clubs and regions have lost the parameters of their role and who should communicate to who, where to go website etc. Unity is number one, appropriate communication, regional committees understand roles and have structures around each level of community.

Angela Prendergast

Panthers club and parent. Growth is important from grass roots and gives current players reason to stay. Communication pathway very important, co-operation is important, Hope to get consistency to look forward to making it as good as we can be.

Zach Beardman

Environment where everyone that gets along and is more positive. Not sure what getting into as have seen the work mum has done over several years. A senior player and love the game. Grow the game to make it better for those playing now and for future players.

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The work that the board is going to do is only as good as everyone else. We have done remarkably well to get the review done and circulated since December. The way forward is a long term plan. The process of getting there includes communication to all members..

Workshops will cover things that have cropped up. First Board meeting later on today.

General Business

Kiwisport Power Point presentation from 3 programmes. Ravens, Renegades, Penguins. Vipers also running a slightly different programme.

Vipers – Year 11 child has done project of bringing skates into schools as part of her studies on a Wednesday afternoon. Doing up the skates has taken a lot of time. Does about 30 minutes of skating. No funding from source. Give children flyer about rink and hockey, first lesson free. So far 1 person has come to rink. Very successful, no one knows there is a rink on the North Shore. Rachel is teacher. Need to go out into schools.

Penguins has had at least three new members – and two from the Tawa camps.

Renegades has had about 8-10 join.

Lower Hutt has about 20.

Tawa/Porirua has been very successful.

Ravens advise they expect it to take about another year before they see more members.

Schools do receive them well if you put together a good programme. Schools are looking for different things to interact with the classroom activity.

Mark Drummond, who is a school teacher said there is not much time in the programme – 1.5 hours per week for sport only for his primary school. Lunchtime a possibility but finding the space would be difficult.

Wahi took their children geared up and did a 1 hour session at the school. 10 new players came from that.

To get funding Lower decile schools are a good area to go into. Kiwisport want every school taking part in their programmes.

Gaming Trusts and Sports Trusts – Paul Cameron Keep communication up – over provide information on your sport. Relate well to your regional sports trust. The programmes that are being done are very good and Paul can see why they are being funded. Regional sports trust are hounded by sports – the ones that keep coming back and are well organised will get the help. Don't jump and down – good PR protocol. The new board will be working better on a strategy to get funding – this is not to take the money of the clubs. Councils – this is election year so is the best time to promote your sport. Do a careful PR approach. Select the councilors and send them information, don't just talk about Inline Hockey but drop that in slowly. Only need 2 or 3 councilors, may not get grant but might get deal on facility or rink. Be positive. Media – extremely important – local area tabloids these are often young and new. Buy them coffee talk to them, make it easy. Make sure you do what you have said you will do. Build their egos. Also important to give factual information, don't exaggerate or give incorrect information.

FIRS/AAU Update Seven teams going this year. Four teams entering into FIRS WC. Junior Olympics due end of May. Accommodation has been difficult.

Kiwi Sport Kiwi Sport programs important for the development of the game with all providers needing to make sure funds are used appropriately as there are stringent guidelines the RSTs check on. Independent Advisor hearing some issues developing with one of the programs.

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Break out Groups Break out groups led by Board members. Any ideas that need to be considered by the Board moving forward.

Referees – Tim, Angela, Rob
Coaching – Richard, Zach, Sandy, Anna, Diane
Regional – Paul, regional chairs, Claire, Alethea, Dave, Jenny, Mark
Growing Sport – Sue, Krys, Barb

Referees –

Decreasing numbers, increasing abuse, consistency among refs, performance on rink, more into up skilling and mentoring. Frustrated players abuse refs

Coaching

Smaller clubs providing information to parents who are coaches from other sports, players can play but not know how to coach. Retaining and up skilling. Programmes being developed.

Regions

Administration – recognizing every region is different, harder to get volunteers in key roles, clubs aren't coming to meetings or being accountable. New board guidelines for regions. Looked at pros and cons of changing regions, maybe tournaments some want this some want to play every week. Are we focusing too much on nationals, is it a pinnacle event or interregionals.

Growing Sport

Barriers are cost. Retaining players – U16 people start to drop away, parents drop off. Promotion company hooking into extreme sports with media coverage. Manufacturers do not support the sport very well – all branded equipment. Sky TV have a promotional opportunity. Not consistent in clubs, some doing lots, everyone doing same programme. All trying hard to look into schools, maybe try at higher level – push sport down from top down. Raising profiles. Key points, cost, promotion, consistent programme.

Thank you from Paul.

New board meeting to finish at 5pm.

Thank you from Rob for attending. Rob has enjoyed the three years most of the time.

Thank you to the outgoing executive, thanks to Krys for the huge amount of work, and long hours worked.

Incoming board will need time to find feet so please give them a little bit of leeway.

Rob willing to provide advice if needed.

Every clubs job to remind members – communication pathway

Members- club, club to region, region to NZIHA cut emails and phone calls cut down by 50-75%. Controlled communication. Adhere to code of conduct.

Krys to redirect people to the correct channels if she is contacted directly.

Meeting closed at 3.10pm