

NZIHA Annual General Meeting Outcomes

Following the Annual General Meeting yesterday we are able to advise Members of the Inline Hockey community the AGM unanimously passed the NZIHA Board Resolutions supporting the continuation of an appointed NZIHA Executive Board for 2014-2015 with any vacancies to be filled by the Appointments Panel. Members also unanimously voted to endorse the Strategic Plan and to introduce a centralized operations committee to replace the regional committee and provide for succession planning in the area of NZIHA operations.

The Appointments Committee composition was: - Paul Cameron, Neville Male and Diane Thomsen. An emphasis in the Board selection process was on appointing people with a strategic vision for the sport, alongside their individual skill set, e.g. financial, marketing, and business acumen. The key 'team' attributes as listed in the Board position outline of: - leadership, respect, sport ahead of Club, collective responsibility and maintaining board protocols were important guidelines in the process. The process has also resulted indirectly with the regions in the game being represented on the Board through the home city location of its members.

The composition of the Board as at 1 August 2014 is set out below, and the structure resulted in two Independents and 7 internal, together with the independent advisor. In the intervening period between the AGM and 1 August the board will consist of existing members Barbara Baker (Acting Chair), Angela Prendergast, Time Horne, Dave Carrington and Zach Beardman. The Board would like to acknowledge the contribution of Richard Nelson. Richard was unable to remain in the role of Club Captain for Devils and on the Board of NZIHA due to time commitments.

The new Board organisation structure for NZIHA in the 2014-year is: -

Chairperson	Barbara Baker
Independent Advisor	Paul Cameron
John Horal Independent	Current Executive Director of College Sport Wellington, many years experience in sport and governance. Key skills contributing to team dynamics, governance, visionary, strategic planning, relationship engagement, sport frameworks grass roots to high performance, well connected with schools and robust network.
William Guzzo Independent	BSc Bio technology, BCA Economics, Business Owner. Key skills contributing to team dynamics -value add, culture, marketing, social media, training, financial performance, audit and risk, a talented young man.
Members	
Angela Prendergast (Auckland)	Dip. Sports Studies, Care Customer Manager, Regional Secretary, and Club committee, Club & National Team Manager. Key skills contributing to team dynamics people management, conflict resolution, efficiency, strong administration skills and a forward thinker.
Tim Horne (Hamilton)	B. Arch, Dip. Development Studies, Business Director, managed youth. Key skills contributing to team dynamics speaker, strategy, marketing, innovative and client understanding, presentations.
Dave Carrington (New Plymouth)	Dave Carrington (New Plymouth) BCA, Accountant, many years experience in the game, played, coached, managed, administered. Key skills contributing to team dynamics; sportsperson, financial, business, vision.
Sue Kennedy (Wellington)	Business Studies, Regional Operations Manager BP Oil, Club development. Key skills contributing to team dynamics people management skills, team culture, planning, customer relations, change management, policy development, negotiation and discipline.
Zach Beardman (Wellington)	BCA, National Player, Club, Inter-Regional, National Coach. Key skills contributing to team dynamics accounting, strategy, analytical problem solving, team dynamics, talented young man and game understanding.
Krys Beardman (New Plymouth)	NZIHA current operations Manager to join the Board 1 August as a transition of operations is to be completed by 31 July 2014. Krys has extensive knowledge of the game over many years having been the sole administrator and having held Vice President under the old Executive Committee structure.

All Board Members are responsible for the conduct of the business and their overriding duty is to act in the best interests of the sport of Inline Hockey. The new Board has a clear mandate from the Governance Review report on their direction, so that expectations are known. The Board

was able to complete the Strategic Plan in 2013. In 2014 the Board has progressed coaching, referees and National Operations Committee portfolios. The AGM fully endorsed the NZIHA Strategic Plan.

Highlighted at the AGM was the need for the Board to become more strategic in its actions. Now that a Strategic Plan is available development of evaluation and monitoring programs can be put in place as we optimise the performance of the organisation through structure and to deliver a quality sport experience. Create a revenue model for the sport to ensure financial viability and sustainability. Increase participation, achievement and capability and generate a higher profile for the sport.

The Issues Facing our Sport

- Decreased levels of funding
- Lack of development frame works
- Clarity of Leadership
- Limited availability of funds to assist member clubs
- The need to implement education and training programs
- The decline in players, volunteers and officials
- Lack of a unified approach to planning and co-ordination
- Club and Regional development
- High cost of playing equipment and little or no opportunities for sponsorship from local agents/suppliers
- Competition with other (high profile) sports for members and recognition in the community
- Lack of marketing and promotion of the sport to the wider community
- Lack of recognition as a high performance sport by Sport New Zealand and media (Women 3rd Place medal)

The Outcomes sought from the new Strategic Plan over the next four years.

- Financial stability and growth
- Developed strong market position
- Increased participation in the sport
- Increased support to member organisations
- Continue to be recognised as an innovative sporting alternative
- Improved level of achievement internationally
- Effective coaching and referee programs
- NZIHA positioned to succeed through effective execution of strategies and effective management structure for the organisation
- Effective volunteer management system
- Athlete membership growth and participation
- Continue to be recognised as an innovative sporting alternative
- Increased support to member organisations
- Member organisations to implement the strategies of NZIHA
- Direction for the sport and everyone moving in the same direction, together.
- Effective governance and management practices in place
- Athlete membership growth and participation
- Effective sport education programs
- Greater level of support from affiliated clubs and members

Operations

We have an obligation to our members and our stakeholders to deliver an efficiently run sport. To streamline NZIHA operations with a structure that better reflects the current size of the sport. The centralized model is a structure sought by the community and will enable the engagement of more volunteers, with a more efficient dissemination of workload, training and succession planning.

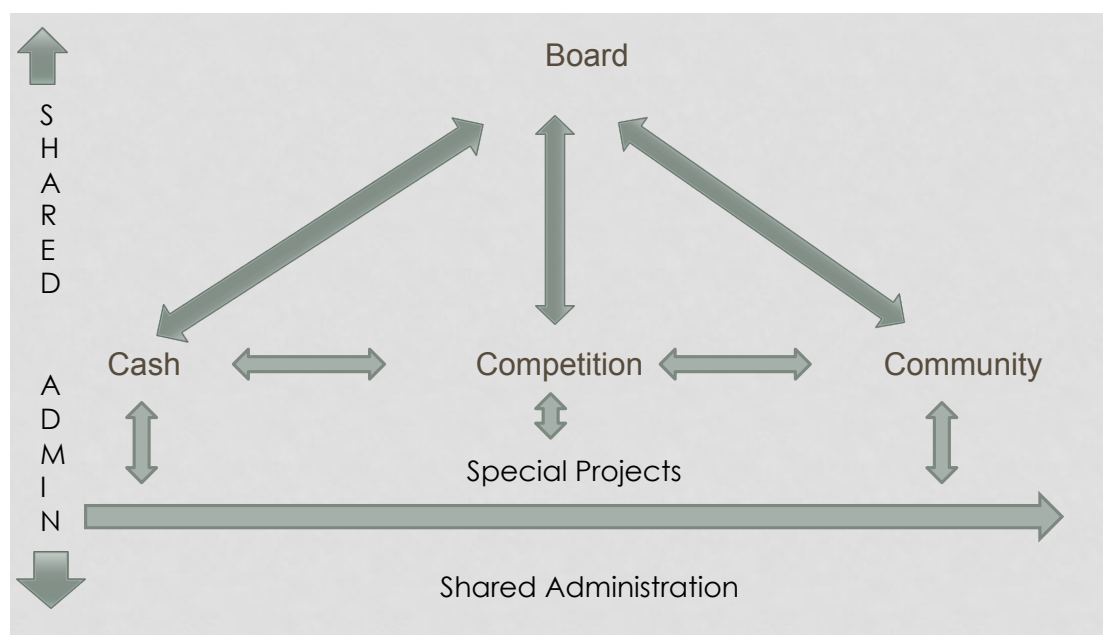
In the present state NZIHA do not believe the regions are functioning as effectively as they should, they have two functions, the draw and all arrangements of regional teams for inter-

regionals. The need for these functions remains however we believe we can streamline operations to create greater efficiency and effectiveness through centralization.

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 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 this proposal is simply for the administration of the sport.
- 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 with 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

The new structure will look like: -



The objective is that everyone within the Inline Hockey community is working together collaboratively to deliver outcomes for our sport with a shared workload.

WORKING RELATIONSHIPS



NZIHA Operations Portfolio

3 Months

- Create centralised structure
- Present to regional forums and seek indication of buyin
- Expression's of Interest

6 Months

- Creation of Process Guides
- Creation of Policies of operations
- Delegations of Authority
- Induction Kits
- Committee Annual Plans

6 – 12 Months

- Business Plan to take the sport forward in accordance with Strategic plan

At the meeting we called for Expression of interest from the community for people to step up and assist the sport to 'Build the Game'. We would like to thank the following people for registering an expression of interest over the weekend - indeed encouraging for us all.

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|-----------------|---|--|
| Claire Bruin | - | Events, Sanctioning, Coaches & Selectors |
| Wendy McLean | - | Uniforms, Events, Training |
| Mark Sutton | - | Cash Committee - Budget, Regional Events and processes |
| Karen Fuller | - | NZIHA Administrator, Membership and Registration |
| Cheryl Aleman | - | Surveys & Feedback |
| Malcolm Thomson | - | Tenders |
| Rosemary Grime | - | Grassroots Development & Fundraising |
| Hayden Nelson | - | Competition Committee Development |
| Tony Vernal | - | Sponsorship & Media |
| | | (Proposal preparation rather than on a committee) |

- Simeon Hall - Discipline
- Barbara Wilson - Membership & Registration
- Hayley McLean - Grants

We have also had an indication from other volunteers prior to the AGM as listed below who are willing to become engaged assisting the sport 'Build the Game'.

- Matt Chan - Brand and Marketing
- Anna Carrington - Marketing /Digital Strategy
- Julia Craig - NZIHA Accounts
- Rob Hawthorne - Special Projects
- Peter Shields - Competition Committee & assist Discipline

We would also like to communicate to the Inline Hockey Community this is an inclusive process and we will continue to accept expressions of interest until 31 May 2014. To register your interests please email: - susanleighkennedy@gmail.com. There was also a request for role breakdown to go out to clubs, which will follow shortly. The Board EO portfolio team will now contact volunteers directly. As you can already see we are in the position of more than one person applying for the same role so we will need to work with people in order to match role to skills, ensuring the best outcome for the sport. A very big THANK YOU to all VOLUNTEERS for stepping up to help run the sport of INLINE HOCKEY in New Zealand. Awesome to have so many good people join us.

WHENEXPRESSION OF INTEREST

<div style="background-color: #f0f0f0; padding: 5px; border: 1px solid #ccc;">Cash</div> <ul style="list-style-type: none"> Budget Grants Fundraising Accounts Regional Events Officer 	✓	<div style="background-color: #e0e0e0; padding: 5px; border: 1px solid #ccc;">Competition</div> <ul style="list-style-type: none"> Sanctioning Tender Event Coaching and Selector Training Coordinator Uniform Grass Roots 	✓	<div style="background-color: #d0d0d0; padding: 5px; border: 1px solid #ccc;">Community</div> <ul style="list-style-type: none"> Stakeholder Registration and Membership Communication Survey/Feedback Sponsorship Brand and Marketing Media Complaints Policy 	✓
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Coaching

The coaching portfolio holders Richard Nelson & Zach Beardman have worked together with the coaching committee to create a plan of how we would develop a system to develop coaches within the sport of inline hockey. A key was simplicity as we are a small sport.

NZIHA Coaching Portfolio

Completed to Date

- Created the Coaching Committee
- Appointed FIRS WC Coaches (U18, JW, SM and SW)
- Appointed coaches for 2014 Oceania Champs (JW, U12, U14, U17, Masters and Veterans)
- Developed NZIHA Coaching Development Framework

Next 3 months

- Release the "Coaches Tool Box" – A range of coaching resources available via DropBox online.
- Facilitate training evaluations and coaching development for coaches of national teams

3 - 12 months

- Dave Hammond to travel to clubs to provide skills workshops and on rink training to players and coaches.
- Provide Coaching workshops at NZ National Event, an opportunity to learn new skills and share experiences.
- Access success of years development initiatives

The Coaching Development Framework

	COACHING FOCUS	LEARNING BY DOING	COACHES BEING TRAINED
GRASSROOTS COACHING	<ul style="list-style-type: none"> ▪ Providing a fun environment for young athletes to enjoy themselves while developing basic skills of the game. ▪ Key coaching skills are: <ul style="list-style-type: none"> ▪ The ability to provide a safe environment for young athletes to develop the core skills of the game 	<ul style="list-style-type: none"> ▪ Through the application of the tools included in the coaching tool box to help identify: <ul style="list-style-type: none"> ▪ Team goals and coaching plan. ▪ A toolbox of games and drills which promote the development of core skills. ▪ Information on how the game is played and the keys to success. ▪ Promoting the use of the abundance of training resources available online. 	<ul style="list-style-type: none"> ▪ We strongly encourage each coach to have a designated club coach. Club coaches can provide the information required to get started at the grassroots coaching level. ▪ Each coach should be encouraged to complete NZ Sport's Level 1 coaching course "Principles of Coaching" which is available through their regional sports organisation.
CLUB AND REGIONAL LEVEL COACHES	<ul style="list-style-type: none"> ▪ Providing a fun competitive environment for developing athletes further refine their sport specific skills. ▪ Key coaching skills are: <ul style="list-style-type: none"> ▪ A sound understanding of the core skills of the game. ▪ Knowledge of the rules and strategies of the game. ▪ The ability to motivate athletes and develop a team environment. 	<ul style="list-style-type: none"> ▪ Through the application of the tools included in the coaching tool box to help identify: <ul style="list-style-type: none"> ▪ Team goals and coaching plans. ▪ Individual skills assessments for players. ▪ A toolbox of drills and activities to develop the skills and tactics. ▪ Through participation at club and regional events ▪ Provide coaches with the resources (e.g. coaching material) required to further their knowledge of the game. 	<ul style="list-style-type: none"> ▪ Offer opportunities for coaches to learn from experts. ▪ Facilitate coaching seminars during the year to learn new skills and share ideas and experiences. ▪ Provide opportunities for coaches to learn to motivate and build a team environment for their athletes.
NATIONAL LEVEL COACHES	<ul style="list-style-type: none"> ▪ Providing a competitive environment where players can excel at the highest level. ▪ The focus of the coaching at this level is to enable athletes to perform at their best, provide learning opportunities to athletes and to mentor the athletes. 	<ul style="list-style-type: none"> ▪ Provide access to events to further the development of our elite coaches. ▪ Provide opportunities to receive feedback from players and other coaches. 	<ul style="list-style-type: none"> ▪ Providing learning opportunities to our elite coaches ▪ Encourage coaches to participate in organised learning activities, including evaluations of coaching techniques.

How we are going to do it:-

- Promote the use of games, shared trainings (bigger numbers) and small area games, which have been shown to improve player and coaching skill development.
- Promoting the use of club coaches at each club, this can be a respected coach or senior player in the club.
- Promoting the sharing of coaching resources to smaller clubs to allow all clubs to have access to a club coach.
- Provide the coaching toolbox, with information to promote small area games.

- Bring in Dave Hammond to assist in the coaching development at a club level.

Our National Coaches for 2014: -

Junior Women	Anna Carrington
12 and under	Ivan Wood
14 & Under	Hayden Nelson
17 & Under	Matt Chan
Junior Women World Cup	Tara Tissink
Junior Men World Cup	Zach Beardman
Senior Men & Women World Cup	Bevan Varney

Referees

Referees are an integral part of our sport. The new referee panel has been highly productive producing a new rulebook with interpretations included, which will be of great assistance to the sport. The action plan for referees over the coming 12 months is: -

ACTIONS

- ☐ Referee Courses- Referee courses have been organised and/ or proposed for the following areas
- ☐ Palmerston North, Wellington, Auckland and Hamilton. Dates will be confirmed ASAP
- ☐ Mentoring Programme to be introduced. This involves Senior Refs travelling to different regions. Aim is to improve standards and consistency.
- ☐ Revision of referee levels.- Work currently underway to align NZ more with Canadian levels and standards.
- ☐ Work underway to create and online process for level one
- ☐ Rulebook is completed and final proofreading completed by the Panel
- ☐ Interpretations have been added to the Rulebook
- ☐ Has been sent to Operations Manager for Printing

NZIHA Referee Portfolio

3 Months

- Created Referee Panel with key areas of responsibility
Chair, Chief Referee, Financials, Rulebook and Mentoring
- Meet Bi-annual Feb & at Nationals
- Maintain database and establish commitment

Panel

Chair - Angela Prendergast
 Chief referee – Kane Taylor
 Financials – Rob Henry & Wayne Scott
 Rule Book – Brendon Waterhouse
 Mentoring – Derek McLean & Alan Henderson

3 – 12 Months

- Level review - align to Canadian levels and standards
- Online Training for Level One
- Peer Reviews at Nationals
- Rule Book add in Interpretations and scenarios to assist development of referees

Growth

There are opportunities for our sport to grow through a wider engagement with our community. NZIHA has a national strategy to attract 1000 players within the next five years and 3000 within the next 10 years. We also need new rinks to support this strategy. From a club perspective this means they need to be abreast of rink issues in their area and to inform NZIHA of pending issues in a proactive manner. The strategy involves both retention and recruitment of players to enable regular competition and exciting competition. NZIHA acknowledges that international competition is an important retention strategy and one that needs balance as we 'Build the Game'. Critical to the delivery of this strategy is club engagement in the local community through schools, and NZIHA facilitation of Learn to Skate and Learn to Inline programs. It is critical that Clubs record school participation in 2014 as we need to be able to report this through to Sport NZ.

New National League to be launched

At the March Board Meeting NZIHA approved the introduction of a National League, which is very exciting for our Premier level hockey. The intention is in time this league can be used to showcase the sport of inline.

The NZ-League has four stated goals:

- To improve the quality of Inline Hockey in New Zealand.
- To develop New Zealand national team players and further develop Regional players.
- To increase public awareness of NZ Inline Hockey.
- Assist with development through Grow the Game strategies.

Growth of the league should be done without detriment to the quality of the game.

NZIHA delegated authority to run the league has been given to Corey Down and Scott Collins. It is expected a test weekend tournament will be held later this year, followed by a pilot league in 2015. We will use the experience from this to adapt to the end product.

All presentations presented at the AGM and details regarding the National League will be posted to the website shortly.

Structural reform is intended to reduce fragmentation, enhance co-operation and provide the opportunity for greater participation by people in the sport in the decision making process. The Board progressed through a rigorous process led by the very capable Mr. Paul Cameron in development of the Strategic Plan and we are confident and united in the approach for the future.

The Inline Hockey community will now undergo significant change as we take this journey to 'Build the Game' in order to position ourselves to be sustainable in the foreseeable future. Sport is important to New Zealanders – to our well-being, our self esteem and our moral. Sport is vital to our quality of life. Sport is more than winning – it is about competing and enjoying oneself, at all levels. Our success will be in our ability to operate as 'one team' all progressing towards stated strategic plan outcomes.

Inline Hockey is OUR sport, and OUR responsibility to contribute, to help to build healthy cohesive relationships between NZIHA and Clubs. I look forward to working with everyone in the community to 'Build the Game' of Inline Hockey.

TEAM – Together Everyone Achieves More !

Barbara Baker
Acting Chairperson