



New Zealand Inline Hockey Association

For year ending December 31st, 2013

Annual Report



April 19, 2014

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.

Interim Chairman's Report

April 20th 2013 proved to be an historic day in the life of NZIHA as the membership approved the concept recommended in the Build the Game report to be governed by an Appointed Board. Instead of using the traditional elected process the new skill based Board were appointed by a panel of Paul Cameron & Neville Male, independents to the game and respected former President Diane Thomsen.

Richard Nelson, Tim Horne, Sue Kennedy, Zach Beardman, Angela Prendergast and Dave Carrington from within the game were joined by Neville Male, former CEO of Sport Tasman. As the Independent Advisor I agreed to chair the Board until a suitable person was available. Such membership of the Board was to have skilled people who could remove themselves from their own Club interests placing the Building of the Game as a top priority. Despite the many challenges facing the game I believe the Board members during this year have fulfilled this objective.

The game of inline hockey is blessed with many passionate people who love the fast moving, exciting sport. However, passion alone does not take an organisation forward emphasizing the importance in this 100% voluntary sport of having a range of skills on the Board with a clear vision of the strategies needed to become a well organized, growing sport achieving on the international stage.

A challenge for the volunteer sport remains around the volume of work performed by the Executive Officer role now referred to as the Operations Manager. While the board looks to focus on strategic matters until the operational support for the hard working and valuable Operations Manager, Krys Beardman is in place, the Board will continue to have to deal with too many day-to-day operational matters. The Board is proposing the introduction of a National Operations Committee to provide this support at the AGM.

The Board has endeavoured while guiding the operation of the entity to bring to the table strategic ideas and concepts to take the game forward. A strategic plan has been distributed and is being presented to the April AGM to provide future direction.

Funding continues to be a challenge to the sport with reliance on internal sources from a declining number of players and clubs. With the sport now having clearer plans and stronger governance leadership external trust and sponsorship support should become more accessible.

Highlights for the year are centred on the very successful National Championships hosted in New Plymouth, Inter-Regional Championships hosted in Wellington and NZ trip to USA.



Inter- regional Championships were held in Wellington for the first time in the history of the sport. Lower North being the overall winner of the Inter-regional trophy with 24 grade points.

Under 12:	Gold Lower, Silver Central, Bronze Northern
Under 14:	Gold Central, Silver Northern, Bronze Lower
Under 16:	Gold Lower, Silver Central, Bronze Northern
Under 18:	Gold Lower, Silver Northern, Bronze Central
Under 21:	Gold Lower, Silver Northern
Senior Men:	Gold Northern, Silver Lower, Bronze Central
Junior Women:	Gold Central, Silver Lower, Bronze Northern
Senior Women:	Gold Central, Silver Northern, Bronze Lower

The 18th National Championships were hosted by NZIHA in New Plymouth; with 168 games played over nine days. NZIHA introduced a skills competition, which proved a great success providing for some lighthearted fun, with best “sniper”, “fastest skater” and “goalie” in the grades attending. Overall Medal placing was: -

Under 10:	1st Renegades, 2nd Panthers, 3rd Ravens
Under 12:	1st Devils, 2nd Ravens, 3rd Panthers
Under 14:	1st Devils, 2nd Panthers, 3rd Ravens
Under 16:	1st Penguins, 2nd Ravens, 3rd Devils
Under 18:	1st Penguins, 2nd Ravens, 3rd Renegades
Senior:	1st Renegades, 2nd Mustangs, 3rd Devils
Women:	1st Devils, 2nd Panthers, 3rd Renegades
Premier:	1st Sabres, 2nd Penguins, 3rd Ravens

The FIRS World Championships and AAU competition were exciting for 7 NZ teams 14u, 16u, 18u, 21u, JW, SW, SM. A massive undertaking by the National Body but one greatly enjoyed by many players receiving sport development opportunities otherwise not available in New Zealand. The highlight was New Zealand Senior Women placing 3rd with Bronze medals behind USA (1) and Canada (2). New Zealand overall placings 2013:

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Junior Woman	Ranked 5th
Junior Men	Ranked 12 th
Senior Women	Ranked 3 rd
Senior Men	Ranked 11th (3rd in Division 1)

While such a trip provides an opportunity for players to achieve at the highest levels it places much stress on the game internally with the administration required alongside the energy of key personnel in the game to the detriment of local development. I refer to a comment made by life member Diane Thomsen when she presented to the incoming Board at the last AGM: -

"International competition is a many-edged sword. NZIHA fought hard to get international competition at the outset, but in my view, the continuing 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."

The Board continues to be aware of the importance of the Annual Events Calendar as this provides the opportunity around the country for competition between clubs and regions. A challenge for the game is to provide more opportunities for players to actually play the game as many players have continually told me, 'we just don't get enough games,' has become a catch cry from the players at all levels.

Coaching has been and will continue to be a key topic for the Board to manage. Much time is being provided to look at improving the overall coaching in the game at all levels. Earlier this year the Board took up the opportunity to contract Dave Hammond, International Canadian player, to provide coaching services around the country for both coaches and players. It is important as part of Building the Game the services of such a person continue to be sought until NZ has enough quality coaches in its quest to take the game forward.

A key development opportunity for the game is provided by Kiwisport. It is pleasing to see some Clubs around the country are connecting with the Regional Sports trusts in their areas to access funds to help junior development. I encourage all areas to look to pursue this opportunity as I see this as critical to growth.

As the year progressed it became important for someone else to step into the Chairperson's role allowing me to return to my advisory position. As none of the hard working Board members were in a position to do so Barbara Baker, in January, was seconded to the Board to take up the role. Barbara's commitment, knowledge and leadership has served the inline hockey community well as President of Penguins for 5 years working with NZIHA during the governance project and as Chair for the 3 months leading up to the AGM. I endorse her continuation in the role for 2014/15 and wish the exciting game every success in the years ahead.

Richard Nelson and Neville Male are unavailable for the Board in the coming year. We thank them for their contributions and look forward to similar quality people filling their positions.

Paul Cameron

Acting Chair until 25 January 2014



Acting Chairperson Report (25 Jan 2014 – 19 April 2014)

It is with pleasure that I provide an Interim Report to the Inline Hockey community. Sport is not static and must be prepared to change as the structure and needs of society change. Many of the issues faced by NZIHA are a product of the inability to develop or adapt a sport environment adequately over-time to meet the needs of participants.

Structural reform is intended to reduce fragmentation, enhance co-operations 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. At board level we are eternally grateful for Pauls' contribution to the sport and in time stakeholders in the sport will also recognize our indebtedness to Paul. The Board is a unified diverse group of people who represent the community with passion. It is functioning well, and cohesive.

The Board (subject to stakeholders vote at the AGM) 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, our moral and patriotism. These are intangible things, but nonetheless 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.

The sport is not without challenge as changing social and economic conditions are making it increasingly difficult for New Zealanders to go out and play the sport of their choice with disregard for economic circumstances, social position or geographic locations. I look forward to the journey we are about to embark on in 2014 and sincerely hope that a 'point of difference' for our sport will be delivered. In 2015 we shall be able to reflect on results with renewed energy, the beginnings of an invigorated sport and a more positive outlook for the future.

During my brief tenure in the role of Acting Chairperson the focus has been on ensuring that we continue to meet the needs of the association operationally and preparation for the AGM. This has been executed as efficiently as always by Krys – thanks. The April Board Meeting saw a shift in focus away from operations to strategy and a focus on how we will meet definitive goals set for the organisation.

In the short term between 25 Jan and 19 April AGM we have successfully developed a strategic framework, approved budget and allocated responsibilities

- **Secured funding for an International Coaching Expert 2014**
- **Commenced development of Coaching Development Framework.**
- **Arrangement for International Coaching expert 2014**
- **Coach & Selector appointments FIRS & Oceania's**
- **Scheduling of Regional Referee Courses**
- **Approval for a Premier League to showcase our sport**

Of critical importance going forward is the implementation of the strategic plan including administrative changes with the players on the rink being impacted positively.

The continuation of an appointed Board is crucial in NZIHA's next development phase. Six priority projects in the coming period are: -

- Board structure and independent advisor continuation
- Commercialisation of inline hockey, grant plan development and relationship development with funders
- Develop and implement national participation programs
- Develop Coach, player, referee framework and review from grassroots to high performance
- Strengthen regional delivery of the sport through centralization and recruitment of volunteers
- Improve the profile of the sport of inline hokey

To achieve we need to value NZIHA values of TEAM – 'together everyone achieves more' as we 'Build the Game' of Inline Hockey in New Zealand and deliver a positive impact for all in the sport .

Barbara Baker

Acting Chairperson April 2014



Notice of Intention

Resolution One

Resolved

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”)

That the Appointments Committee shall have as its Chairperson PAUL CAMERON

That the other members of the Appointments Committee are to be appointed by the Chairperson

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:-

- each region will appoint a Regional Chairperson for 2014
- 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.
- each elected regional chair will join the National Operating Committee.
- 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).
- regions will nominate delegates for the Sub Committees (with the right skills and personal attributes for the volunteer jobs available)
- 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 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

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

I

Integrity

N

Nurture

L

Lifelong

I

Inclusive

N

Network

E

Excellence

T

Together

E

Everyone

A

Achieves

M

More



LEAD

DIRECTION

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

GOAL

Key Performance Indicators

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

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

Key Performance Indicators

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

NZIHA 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 improve 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

Key Performance Indicators

Improve the sport of inline hockey's profile through engagement with internal and external stakeholders

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

Key Performance Indicators

Financial security of the organisation and increased funding to meet goals

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