

30 April 2022

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Annual General Meeting Minutes

30 April 2022

Time: 11.00am - 3pm

Ventura Inn, Hamilton

Present:

Cameron McIver (IHNZ Chair)

Gary Toa

Noel Wilson

Cam Rock (Chief Referee)

Tanja Bolli (Hamilton Devils)

Sandy Nimmo (Hutt City Hawks)

Laureen Janse Van Rensburg (Rimutaka Renegades)

Todd Cooke (Waihi Miners)

Adrian Koit (Vipers)

Sue Gillespie (Northern Stingrays)

Carl Cooper (Northern Stingrays)

Rochelle Middleton (Central Regional Chair)

Eraina Harbour (Piako Pirates)

Anthony Nathan (Wanganui Lightning)

Sheree Anderson (Mt Wellington Panthers)

Andy Milne (Napier Sharks)

Anton Shaw (Capital Penguins)

Richard Casper Rushton (Hamilton Devils)

Ross Peters

Apologies:

Tara Fox

Michelle Wood (Treasurer)

Todd Velvin

Connie Hirst (Levin Thunder)

Krys Beardman (New Plymouth Ravens)

Robbie McIntyre (LNI Chair)

Shannon Martin (Mt Mustangs)

Alethea Stive (Nelson Whalers)

Agenda Item	Responsibility	Timeframe
<p>The Chair welcomed all to the 2022 AGM.</p> <p>All the delegates present were confirmed with each delegate introducing themselves and their club.</p> <p>The agenda was reviewed and confirmed.</p> <p>Chairperson's Report: The Report was read by the Chair.</p> <p>Motion: That the IHNZ Chairperson's Report for 2021 be accepted. Moved Cameron Mclver Second Eraina Harbour Motion Passed</p>		

Treasurer's Report:

The report was reviewed by Noel.

Sandy Nimmo asked where the \$6700 came from - this was received from a \$4000k Pelorus Trust Grant and Skate NZ \$2700.

Motion:

That the 2020 IHNZ Annual Report be accepted.

Moved Noel Scott

Second Eraine Harbour

Motion Passed

2021 Report:

At present only a draft copy is available. The Auditor has these and will be available for future distribution and sign off

Referee Report:

The IHNZ Referee report was presented by the Referee Chair, Cam Rock.

The areas to focus on moving forward are:

- New Referee Committee focused on scheduling and training
- New Online Referee Training Programs
 - Level 1 Referee Course/Level 2 Referee Course
 - Off Rink Officials Course
 - Coaches & Players Rules Course
- Going Forward Focus
 - Referee Training and Development
 - Referee Recruitment in areas with low numbers
 - Zero Tolerance Referee Abuse

Rochelle Middleton commented on how well the system that has been implemented is working to date.

<p>Anthony Nathan mentioned that the level of refereeing at the Prem level for both the 3 on 3 and MWI tournaments this year has proved to be extremely successful. Referees speak with respect and clarify the decisions well at this level.</p> <p>Cam further mentioned as an incentive to the referees to update their skills, there has been a competition for all those who redo the course refresher, they are entered into the draw for a hockey bag.</p> <p>Tanja Bolli asked if the numbers of referees can be made public so we are all aware.</p> <p>Sue Gillespie asked are we going back to those who haven't registered for this year to encourage them?</p> <p>Cam Rock mentioned the number one reason we lose referees is referee abuse.</p> <p>Todd Cooke asked about goal judges being used again? Cam Rock felt they aren't relevant now but he would encourage clubs to put drop nets into their goals and rinks.</p> <p>Cameron McIver mentioned a future initiative could be to have a goal judge at the prem level etc.</p> <p>Carl Cooper asked about moving to small goals? IHNZ will continue to use the large goals and do not see any change in the foreseeable future.</p> <p>Sport NZ - Balance is Better: How do we ensure players want to compete and play hard but still retain and engage players as the long term health of the sport is paramount? How to ensure we still grow and retain members but ensure going forward we abide by Sport NZ principles?</p>	<p>CR to send</p>	
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- Balance is Better (Younger Players)
- #Its My Move (Attracting female players to the sport)
- Te Pākē o Ihi Aotearoa (Initiative to attract more Maori to sport)

How does IHNZ implement this within our environment?

- Junior Festival of Hockey
- Grassroots/Youth Development program
- Girls only Introduction to the Sport days
- Matariki
- High Performance Camps
- Coaching
- Board Roles

Carl Cooper mentioned the good work being done at the senior social level and LTP programmes in a number of clubs

Adrian Koit mentioned about the support required for the casual social players as well and how could IHNZ support this?

Gary Toa mentioned the clubs and regions need to manage this due to a number of parents involved who are also required to drive, coach , manager etc their players. More will be happening in this space around LTP support as we move forward.

Rochelle Middleton mentioned the initiatives Central region has for the junior grades in regards to pre season training sessions etc The region has worn these costs and they have been very successful in both Waihi and Hamilton.

2021 Minutes:

Motion:

That the 2021 IHNZ Minutes be accepted as true and correct

Moved Eraina Harbour

Second Rochelle Middleton

Motion Passed

Constitution Review:

Cameron McIver asked for any feedback to date on this and for those who had not been a part of this before, did they have any issues or questions they would like to raise and discuss?

Cameron briefly explained that over the last 2 years we have been working to review the IHNZ Constitution having highlighted issues within these rules. Specifically, the inability to appoint new Board members due to how the current provisions apply with respect to Paul Cameron being named in the document as being required to be a part of any board appointment panel process, and Mr Cameron no longer wishing to be involved in this capacity

It was highlighted the old system was election based, and as a result of the external governance review in 2014, this system was changed due to risk concerns around stable governance to get away from what in essence was a popularity contest and people block voting rather than leadership being skill or merit based. Ineffective leadership didn't work in the past and the trending decline in membership between 2002-2015 can be attributed to this. IHNZ needs to ensure going forward the right people are in the right positions and we have rules and policies enabling the sport to drive forward.

The independent provision requires us to have 2 members (they can only stay 2 years then move on which makes no sense to long term planning therefore we need an easy to use and accessible system that is fit for purpose.

A subsequent issue and main point of contention was that a portion of the sport wanted the elected process to continue. At the Special General Meeting held in late 2021, two submissions from the Ravens and Penguins clubs were received, 12 clubs voted with a 6 - 6 result.

The information the board put out was around skills and capability not popularity being what is best for the organisation. It is also about continuity and a living document that amendments can be made to as the sport moves forward. This is important so we can ensure the continuity of the sport and organisation.

The Board's position and rationale remains unchanged in that it is based on the recommendations of the 2014 governance review which is still relevant today.

Submissions made by New Plymouth Roller Sports and Captial Penguins were primarily ideologically based in terms of why the felt the elected system should be employed and in some instances, the information presented factually incorrect or misleading, nor did they refute the rationale presented by the Board.

Despite information being put out that the document was unchanged, and remits were received and not distributed, this Constitution has not changed since the SGM held late 2022.

All present indicated that had read the document and/ or had been given instructions by their clubs.

Furthermore, no other feedback or remits have been received for this agenda item for this meeting.

Carl Cooper asked about how the new appointment panel will work?

CAMERON PLEASE CHECK THIS IS CORRECT

The process will be an application / Expression of Interest will go out publicly to identify those with relevant skills and experience to be members of the Board appointment panel

Three people will be appointed by the Board and once empowered, will take over the responsibility of recruiting new board members

The sitting Board will have no involvement in the decision making around prospective board members, the sitting Chairperson may act in advisory capacity on behalf of the board to support the Board Appointments Panel as required.

Further applications will go out as need be. In the advent that a Board Appointment Panel member resigns and this would be overseen by the remaining Board

<p>Appointments Panel members with support from the Board if / as required.</p> <p>Eraina Harbour asked if the Appointments panel would be made up of Inline people or not?</p> <p>Cameron answered yes, people within the sport can be involved, however, we want people with the right skill/ experience who ideally might have done something like this before.</p> <p>Accountability is key here and we want to be able to rationalise why they are there so that if at any point there is a concern, we can show how we came to that decision. We want robust and transparent processes so that they can;t be abused and so that we have good control over being able to make changes when needed. i.e. if one person leaves then a new panel member is appointed. The structure and recommendation todate is 6 appointed and 2 elected. These people are elected via the members.</p> <p>Tanja Bolli asked about the length of term?</p> <p>Cameron replied a 3 year term is proposed and provides better continuity and enables more longer term strategic planning, that the current 2 year term does not encourage this.</p> <p>Eraina Harbour asked if you can reapply after your term?</p> <p>Cameron answered yes. IHNZ have also taken out the requirement to specifically have independents. The preference is to have that independent perspective on our board as we would benefit from this..</p> <p>Anton Scott asked if a has a legal opinion been sourced?</p> <p>Gary Toa explained that due to unforeseen circumstances, the person we had organised to review this for us wasn't able to. This unfortunately occurred quite late in the piece prior to the SGM in Nov 21. It was pointed out that the draft proposal is not a</p>	<p>SA to send out the link for these changes</p>	<p>02/05/2022</p>
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completely new document, its based on the the old one with a few changes (i.e. appointment panel provisions) and some extra definition in. If this had been done from scratch we would have sought a full legal review and the current constitution had been formally reviewed when initially ratified in 2015.

Sandy Nimmo mentioned that from 5 April 2022, the new incorporated Societies Act been passed regarding new responsibilities and accountabilities and that All clubs should relook at these as some changes may need to be made accordingly.

Anton Scott would like to see this reviewed post fact and IHNZ agreed that they will ensure the post 5 April 2022 Incorporated Society Act 2022 changes can be added to this document where required and so that it is fit for purpose.

Motion:

That the proposed 2021 IHNZ Constitution Version 5 be ratified.

Moved Sandy Nimmo

Second Eraina Harbour

Cameron mentioned there are secret ballot provisions if anyone would like to?

A vote was taken by a show of hands:

Votes for = 9

Votes against = 2

Motion Passed

Sandy Nimmo reiterated whilst we don't have a perfect constitution, we need to work and move forward now with what we have for continuity.

Tanja Bolli asked why the 2 clubs who voted against did so?

Anton Scott (Penguins) said he was voting as directed by his club and highlighted a

couple of the concerns that have been previously discussed. That the board was aware of the Penguins position to date.

Cameron McIver stated that the Current boards term had been extended by special resolution until today. The hope was that we would have had this all resolved by now, however, it has not been.

Until we can establish a new Board Appointment Panel, and that new panel is in a position to appoint new board members, we need to extend the boards term of service to get this all in place with the Appointments panel.

Motion

To extend the current boards term of service until 30 October 2022 or when the Board Appointments Panel are able to appoint new Board members, whichever is the sooner.

Moved Cameron McIver

Seconded Todd Cooke

Motion Passed

Remits:

No remits or applications have been received despite the emails sent implying to clubs that information had been received but not disseminated.

Looking Forward:

It was generally agreed that what we have now potentially doesn't fit with what we want to do so could we do it better and if so what would this look like?

See Slide presentation.

General discussion around the presentation and going forward this would be sent to all clubs for them to discuss as well as onto the website etc.

IHNZ would hold some online meetings where any member could attend and ask any questions they may have.

Discussion:

What makes a B grade player?

Has been quite some discussion around this for example: not a NZ rep, not a prem etc but could be difficult to implement if hard and fast rules are imposed?

The most important thing to consider is that any team/ player selection needs to be about the quality of the team.

The most appropriate way to address this is for clubs to decide, not the Board as they are the best placed to implement this. Obviously IHNZ wouldn't want to see teams stacked but this is up to clubs to monitor and is where clubs need to have robust team selection policies in place.

The guidance is based on the current process over how clubs determine their premier and Senior A players/ teams. This is measured on capability and it is considered that senior B should follow a similar criteria.

Todd Cooke asked if there is a team winning every year then should they step up a grade?

Cameron McIver agreed but said the IHNZ view is the clubs need to decide and form teams that are most appropriate for the respective grade. IHNZ will send out some guidelines not rules for discussion at a regional level about this.

Looking Forward:

- Matariki Tournament - *Exhibition games and mentoring*
- Learn to Play - *Resources for those clubs with a plan*
- Coaching and Development - *Development of club coaches*
- Grassroots Youth Regional Camps - *Central and Northern already booked*
- High Performance Camps to continue
- Nationals:
 - *Junior Festival of Hockey*
 - *Senior Nationals*
- InterRegionals - *2023 onwards - Junior - 10/12/14/16/JW*
 - *2023 onwards could have a 18/Senior/Prem/Masters - Tournament weekend*

International Events:

2023

January - NARCh Winternationals - Los Angeles - focus is on exposing our players to high level hockey in preparation for WRG.

*July - Masters World Cup - Germany
WRG - dates and venue to be confirmed*

2024

*KIHA Cup - NZ Maori Team and age grades
NARCh - Summernationals combined with a state tournament is currently being reviewed
WRG - dates and venue to be confirmed*

2025

*WRG
Oceania
Others?*

To date we have received invites to other tournaments eg Africa Cup in Namibia that we can review as well.

Nationals Venues remain as:

2022 - Hamilton

2023 - Whanganui
2024 - New Plymouth
2025 - TBC

InterRegional Venues:

2022 - Whanganui
2023 - New Plymouth (Junior)
2023 - Hamilton (Senior)
2024/25 - TBC

Communication:

Communication remains a big issue. Emails and updates are sent to all clubs to be disseminated with many players saying their club does not forward information.

Information is also posted to IHNZ Facebook and websites and each region posts to their own Facebook sites as well. IHNZ has the ability to send all information out via Sporty to peoples email directly and also has shared drives for clubs and regions.

Sandy Nimmo mentioned going forward IHNZ may need to look at the translation of some documents due to larger numbers of players from different cultures.

General Business:

No general business raised.

Cameron McIver finished by stating we are a small sport and lately and the behaviour of individuals within our sport has become more and more concerning. This mainly being around individuals in their own capacity as well as in some instances in a more formal capacity using misleading and/ or knowingly false information or just making up stories to get their agenda across which actually has a detrimental impact on the integrity and reputation of the sport. It has become more common place and needs to stop. The types of behaviour occurring can only be described as being and malicious in intent, and it is concerning that they feel it is ok to act with impunity.

It is not just our own hockey community that sees this, but also a number of people internationally have and have commented on it which reflects badly on all of us and the sport. This is a hard job at the best of times, even harder when people are not being truthful or honest. It is completely ok to have an opinion or criticise constructively, it is not ok to bully, harrass, intimidate or fabricate untruths.

Cam Rock mentioned to keep in mind currently we have 200 to run the sport, when is no one left? This is no more than 20%, its not a bottomless pit and clubs grind through their volunteers.

Eraina Harbour said in closing she would like to thank the board and all those who have attended today. This is the most relaxed and positive AGM and meeting she has attended over the last 4 years. There has been positive conversations and is very impressed with the conference idea moving forward.

AGM 2023 date and venue to be confirmed.

Meeting finished at 3.30pm