



New Zealand Ice Hockey Federation

2012 Annual General Meeting

Queenstown Events Centre,

Queenstown, New Zealand

18 February 2012

9:00am

Present: Stephen Reid, Paul Scott, Grant Hay, Andreas Kisser, Kyle Matthews, Tim Coslett, Shawn Henry, Graeme Glass, Peter Haxell, Ivana Gaffikin, Daryl Soper, Günther Birgel, Charlie Reid, Jonathan Albright.

Apologies: Jerome Raateland, Tomas Jonsson

#### Minutes of 2011 AGM

Amendment to be made, to add Graeme Glass to the 2011 apologies.

Gaffikin moved this correction to be made; Seconded by Birgel. Motion Passed.

#### Matters Arising

Gaffikin wished to raise the issue to formalize Friendship Tournaments under the NZIHF umbrella. Will be raised later in the meeting.

## Reports

### President's Report

Hay recognized the positive work done by all volunteers in 2011.

Highlights of 2011 included the Ice Blacks' Silver Medal in Australia. Ice Fernz did well, and have high expectations for 2012. Olympic Qualification should be their goal, for 2018. U20's had a disappointing result, and should be in Division 2 with better results. C Reid questioned whether the 2011 U20's should be discussed at this meeting, and the 2012 U20's for next year. Hay confirmed that the most recent tournament results are discussed at the AGM. The U18's faced too tough competition in Division 2A in 2011. The U16 had success with their recent Australian camp, and NZ hopes to establish a reciprocal programme.

NZIHL and NZJEL are going strong.

Funding: Hay asked if there were any volunteers to take over this portfolio. Also asked if there existed any professional organizations that could assume this task, on a professional basis?

Learn To Play: This programme must be initiated at each rink, and create a strong programme each year.

IIHF Minimum Standards: NZ is not on their radar. To meet their minimum standards, it is imperative that Auckland maintains their U20 competition, and Canterbury maintains their women's competition.

U20 Championships, Dunedin: Thanks to Matthews and his team of volunteers. Hay is keen to see Auckland run a World Championship in 2012.

International Transfer Cards: Hay suggested that NZ move towards the email system. The cost is raised to \$550NZD. To be further discussed at the NZIHL AGM. There is the opportunity for dispensation available. Registration information to be sent by 1 June, and all fees paid by 1 July.

Issues: Funding, new ice rinks, Women's National Ice Hockey League, and more volunteer work.

Matthews added on the topic of registrations, whether a place of birth can be added to the Clubhub database, for ITCF purposes. Is it possible to gather data at their first registration?

Kaiser questioned why \$100NZD was added to the ITC email process. Hay replied that there is a charge for a faster turnaround. Other countries such as France and Australia use high ITC costs to limit imports.

Hay moved that the 2011 President's Report be accepted. Seconded by Haxell. All in favour. Motion carried.

#### Director of International Ice Hockey Report

Gaffikin thanked Hay for assisting with her 2011 report.

Positives included the managers meeting once selections had been made, and the development camps.

Gaffikin raised the issue of management leaving teams once the world championships have concluded. Kaiser asked that players have the same opportunity, and are in the same situation. Birgel added that if coverage is adequate, then this should be sufficient. C Reid argued that management must be present – we don't know what circumstances will happen on the return journey. Hay then suggested that (1) a date needs to be set when applications for leave are in, and (2) security and safety for players must be maintained. Gaffikin moved that the U18 coach and manager be granted permission to leave the U18 team at the conclusion of their tournament. All in favour.

A policy is to be written for when requests are made for leave. C Reid suggested 12 weeks from the date of departure. Gaffikin added that no more than 2 members of management should be allowed to leave. C Reid added that at least one coach and one manager should be expected to depart and arrive back with the team. Coslett questioned whether a parent could be appointed in place of a departing coach or manager? Birgel and Gaffikin agreed that a minimum of two members of management was sufficient and necessary to handle the return voyage of a team.

Jan Goulding raised through Gaffikin to readdress the issue that managers be given a daily rate allowance, just as coaches. C Reid added that the skill factor for coaches justifies their pay. Birgel added that good coaches are tougher to find than good managers. C Reid then added that managers must not be left 'out of pocket' for anything. Hay summarized with if anything can be done to assist, then the NZIHF must do it. It is recognition of the work. We must show more recognition towards our good managers.

Gaffikin pointed out that the NZIHF must look to reduce costs for all National Teams. She then questioned the necessity for overseas camps. C Reid countered, explaining that overseas camps allow for good overseas competition in preparation for a world

championship. It is absolutely needed. Scott further elaborated, adding that the camp allows teams to acclimatize and get used to time zones. Camp costs are always consistent. Extra costs are always airfares. Kaiser added that teams won't save anything anyway by having a domestic camp. The team will have to travel anyway to their championship site. Birgel agreed, that if we wish to be competitive, we need to have an overseas camp. Gaffikin then questioned the feasibility of the U20 programme, based on player numbers and costs. Kaiser replied that money will alleviate all pressures. The player pool will increase with more funding. Kaiser would rather see players play in the Ice Blacks than U20's, and let another player play U20's. This would create player opportunities. Scott suggested a U20 development league instead? Perhaps during the summer season? This would expose the players to good competition. Follow the Australian model, with Australian teams. S Reid asked what the financial constraints were? The Australian league is a good option, but eliminating an IIHF tournament would be tough to sell to the players. But it is worth investigating. Hay added that NZ needs to make an application to the IIHF to enter teams in 2012 tournaments by April 2012. S Reid mentioned that this then gives one year to analyze the Australian competition. Hay moved to enter all teams in the 2012 IIHF World Championships. Birgel was against this motion, indicating that the U20's tap the Ice Blacks of funds. Scott added, there needs to be a viable option to replace the U20 IIHF tournament. Hay needs to talk to the Australian representatives, to join their U20 league.

Hay also added that there will be no Winter Games in the future. The organizing committee wants elite competition, and ice hockey is not regarded as such.

Hay moved that the 2011 Director of International Ice Hockey Report be accepted. Seconded by Soper. All in favour. Motion carried.

#### Director of National Ice Hockey

Scott reported that there should be no underage players in the NZIHL. Although some are too old for NZJEL, and too young for NZIHL, we must set clear the age criteria and ensure that there is no gap at all. Birgel suggested a ruling that states that the player must be 16 years of age during the year of the tournament – with NO exceptions. Haxell had no issues with 15 year olds playing in a senior men's competition. Scott questioned about off-ice integration of these young players. Hay commented that parents will have to sign a waiver to accept this. C Reid added that there is a greater problem of having too strong players in the NZJEL, than NZIHL. But the proposal falls in line with the IIHF. The motion was put forward to amend the age eligibility, that players must turn 16 in the year of the competition, with no exceptions. Scott proposed; seconded by Birgel. Motion carried.

With regards to the SNC National Tournament, C Reid questioned how attractive was Alexandra as a venue. Soper confirmed that a tournament is necessary, and questioned the point of having SNC affiliated to the NZIHF if there is no National Tournament. Henry added that if regions were permitted to assemble 'ad hoc' teams, then this could be done. If some restrictions could be dropped, then more participation would be possible. Matthews added that the attraction should be 'to play someone different'. Scott will investigate tournaments in Tekapo, Queenstown and Dunedin. Matthews suggested that the tournament follows the Master's Games model, with an A and B grade. This allows for a social element. Henry, Scott and Matthews will discuss further, and will submit a proposal. Looking at May-June for timing.

Scott affirmed that the new regulations document is a good founding document. It is applicable to all in NZ ice hockey. Hay suggested that all regions are to review the document, and provide feedback by March 15 to Haxell. Birgel will modify the document to suit the NZIHL. Additional points will be required. Hay to review the NZIHF constitution, to align with the regulations document.

Scott confirmed that Steve Jackson is looking to run the Master's Tournament annually. Hay affirmed that there is a large opportunity to run a tournament for the Pacific Rim. Local regions have to come forward.

The calendar for 2012 includes: The NZIHL Calendar is almost fixed and awaiting one more alteration; the NZJEL dates are confirmed and venues almost confirmed; Nationals (U13, U19 & Women) will be held in Auckland on 1-2 September, but times have yet to be confirmed. Budgets for team fees are to be submitted by the end of February. Henry is to submit this to the Management Committee for approval.

The Skate of Origin Game is scheduled for 22-23 September 2012. Birgel is to raise this at the NZIHL AGM.

Kelowna: There are discussions if the NZ U18's or AIHA U19's will play. This is an internal matter.

Swedish Coaches: The Auckland Report / plan is not ready. Canterbury will have the report ready in a week. C Reid will meet with the Southern Districts and have a report ready in early March.

Scott moved that the 2011 Director of National Ice Hockey Report be accepted. Seconded by Henry. All in favour. Motion carried.

## Referee in Chief

Current numbers indicate that there are 70 officials in NZ – 35 from Auckland; 18 from Canterbury and 17 from Southern Districts.

Haxell has identified a problem that there are not enough officials. And among those officials, skating abilities are poor. Officials need much more work.

The U20 World Championships in Dunedin: Referees were consistent with NZIHF/NZIHL/NZJEL officiating.

Double-header weekends in the South Island for NZIHL will be difficult to assign officials to. Flying to/from venues might have to be the option taken.

Haxell seeks to run a referee camp in April for all NZIHL officials. Regions can seek funding. C Reid suggested to seek 50/50 funding from regions and the NZIHF, and then officials pay nothing. Hay moved that the NZIHF pay \$3000 towards the officials camp. Seconded by Kaiser. Motion moved. Regions will pay the difference.

Haxell proposed a change in pay rate at Nationals. This reflects the need to change funding to match the minimum wage standards. Hay raised the volunteer nature of ice hockey. Matthews added that an increase in pay would provide greater incentive for officials, especially linesmen. Hay suggested a \$30/\$15 split. Haxell agreed, and moved that this motion be carried. Seconded by Matthews. All in favour. Motion carried.

Haxell sought clarification for NZIHL/NZJEL rates and charge for the 4-man officiating system. Haxell suggested the charge change to \$220/game (instead of \$180), and that he fund the difference himself.

Haxell moved that the 2011 Referee in Chief Report be accepted. Seconded by Henry. All in favour. Motion carried.

## Treasurers Report

C Reid reported that the net operations for the year are \$81,968. Much of this is from the IIHF from the 2010 Winter Olympic Games.

Figures at the end of October 2011 do not include the U20 Dunedin IIHF Tournament figures.

C Reid requested to see the team budgets, to authorize payments. Managers have been provided templates to use, to facilitate transactions. Hay suggested that C Reid should attend the NZ Managers meeting, to establish a clear protocol.

C Reid indicated that the GST component cost \$125, thanks to Debra Lloyd. C Reid proposed some formal payment for her.

C Reid remit to remove the need to have audited accounts. Puts this in line with the NZIHL.

Kaiser calculated \$36,000 in registrations. Treasurer calculated \$33,000. GST was the issue.

Matthews voiced a request from Jan Goulding, for managers to have a debit card; C Reid cannot see the need. A top up credit card could suffice to cover unanticipated and anticipated costs.

Hay asked if there was a system to automatically invoice parents/players? C Reid answered that an upgrade in Xero, with invoicing capability was a possibility. Would need the amounts, emails and physical address for this to work.

Coslett asked if all regions used Xero. Auckland- Yes. Southern – No, manual. Canterbury- moving to Xero.

C Reid moved that the 2011 Treasurers Report be accepted. Seconded by Kaiser. All in favour. Motion carried.

### National Teams Reports

#### New Zealand Under-16 Development Team Report

Hay indicated that it was a positive step in training and development. Birgel commented on the good structured report with recommendations. Hay hoped to have a reciprocal arrangement from 1-6 October in Auckland. To be led by Csaba Kersco-Magos. However, we may need to make alternate arrangements.

Kaiser asked how Ice Hockey Australia financed their coaches. Hay answered that they financed \$30,000 for 3 age grades. All Australian players were charged between \$1,000 and \$1,500 for the camp.

Hay moved that the 2011 NZU16 Report be accepted. Seconded by Kaiser. All in favour. Motion carried.

### New Zealand Under-18 National Team Report

Albright explained that it was a very trying tournament. Many factors contributed to the NZ team's poor record, but the most obvious factor was the high skill level of the European teams. NZ was outclassed and outplayed in all facets of the game. It was a good learning experience, and the players and management have returned stronger.

Albright indicated his recommendations are in the 2011 NZU18 report.

Albright moved that the 2011 NZU18 Report be accepted. Seconded by Henry. All in favour. Motion carried.

### New Zealand Under-20 National Team Report

The U20's had a very trying tournament. S Reid reiterated that it was a very green coaching staff.

S Reid indicated that the manager informed the team he was leaving, 10 minutes before he left. He also recommended a social event in a controlled environment at the end of the tournament.

C Reid mentioned that the NZIHF should have given more support. Therefore, the NZIHF must take responsibility.

Hay answered that this was not a good look. These issues must be resolved, and he will discuss with the parties involved.

Scott indicated that manager Aaron Amundrud had support at the tournament with Scott and Ian Challis present. Scott however, added that there were too many distractions in NZ. It is much easier to go overseas.

Gaffikin added that Scott had applied to be assistant manager. In hindsight, it would have been a good move.

Hay concluded that the common negative factor is alcohol.

Matthews questioned whether it was covered at the managers meeting? Gaffikin answered yes. Haxell gave input that players must take responsibility and accept the consequences for their actions.

Hay concluded that this would be discussed further among the Management Committee.

Hay moved that the 2012 NZU20 Report be accepted. Seconded by Scott. All in favour. Motion carried.

### New Zealand Ice Fernz Report

Hay reported that the program shows lots of promise. Coaches are happy with the progress.

Hay moved that the 2011 Ice Fernz Report be accepted. Seconded by Haxell. All in favour. Motion carried.

### New Zealand Ice Blacks Report

Kaiser is happy with the results.

Glass noted the rankings improvement among the 2011 IIHF.

### Women's Hockey Portfolio

Gaffikin indicated that Angelique Mawson has stepped in to run a junior development camp for girls.

### Learn To Play

No Report

### Registrar's Report

Birgel would like to see a breakdown of National regions.

Hay noted the growth in Auckland and Southern. The juniors levels are maintaining. Canterbury has suffered a decrease in numbers.

2010: 541 (AKL); 372 (CAN); 280 (STH)

2011: 621 (AKL); 310 (CAN); 323 (STH)

Hay indicated that more analysis is needed where the drops in growth are. Kaiser added that the drop in growth in Auckland is at the U13 level.

Among the positives is that the number of registrations have increased. Auckland has created a U10 category to reflect this growth.

Hay informed us that Canterbury has made a request for information for the Karen Van Der Werf court case. NZIHF has no electronic records prior to 2006. Nor can the NZIHF see any reason to supply this information.

Kaiser raised that in 2002 there were over 1500 members. In 2003, this figure dropped to 904. Why?

Gaffikin answered because many players were entered twice. This was due to a faulty system the registrar was using.

Coslett asked what the value is for associate members. Hay answered that Sport NZ value this membership. It is the foundation for a volunteer base. More on a database = better image = more volunteers.

Kaiser moved that the 2011 Registrar's Report be accepted. Seconded by C Reid. All in favour. Motion carried.

#### Administration Report

No report

#### NZIHF U13/U16 Development Camp Report

Kaiser took the duties to keep the camp going. He combined the U13 & U16 camps, and held it in Avondale, Auckland. He had 42 registrations, with 2 drop outs. Next year, Kaiser would like to move the camp to another region with earlier planning. The 2012 camp ran with a loss of \$100.

C Reid asked if the camp coaches had any coaching qualifications. Kaiser answered that for convenience, it was not required. But coaches were carefully selected and trusted.

Kaiser moved that the 2012 Development Camp Report be accepted. Seconded by Matthews. All in favour. Motion carried.

#### NZIHF Nationals: Christchurch 2011 Report

Hay thanked all those involved, especially in light of the tough circumstances in Christchurch.

Coslett provided the following recommendations:

- a) Timing of the U19 games: must we allocate more time to that age grade?
- b) Procedure for awards: coaches did not want to leave between the 2<sup>nd</sup> period intermission to give their award selections. Coaches also didn't want to use statistics. Recommended that an external coach be hired to select awards.

Henry added that as Nationals have progressed, the NZIHF must become more professional.

Matthews added that the most dominant team must win the awards.

Hay indicated that in the past, the goaltenders awards have been selected by statistics.

Henry intervened, suggesting that National team coaches select award winners.

S Reid suggested that each team provides recommendations to the tournament director or National team coach for an independent review.

Hay mentioned that he would look to review the NZIHF Nationals events manual.

Coslett then asked where the Nationals trophies are? And do they even exist?

Hay answered that individual trophies are to be kept. The NZIHF will phase out the old shields/old trophies.

TRIM Meeting: There was a lack of data to have an effective meeting.

Hay agreed that teams should 'show up' with their best players, who have registered before the 30 June deadline.

Kaiser will provide registration lists to the tournament organizers.

Hay thanked Coslett for his efforts in a very difficult position.

### Youth Winter Olympic Games Report

Hay gave credit to Callum Burns for how he handled the pressure. Libby-Jean Hay did not fare so well, but gave a good overall performance.

The Junior Development Programme is working well, and gave good exposure to the IHF Staff.

Camaraderie among the players was surprisingly good.

Birgel proposed to have the skills competition integrated into Nationals (U13) and NZJEL programmes.

Hay will write to the regions to request boys born in 2000 and girls in 1998, to prepare for the 2016 Youth Olympic Games in Lillehammer, Norway.

#### IIHF World U20 Championships, Division III, Dunedin NZ Report

Matthews indicated that this was his first opportunity to take full control of a World Championships. It largely went well.

A \$50,000 profit was anticipated.

Hay congratulated on Matthews on a great result.

Matthews added that accounts need to be finalized in about a month.

Hay added that the U20's benefitted financially from the tournament.

Scott concluded that it was a pretty well run tournament. He recommended that in future tournaments that there be a designated NZ delegate to liaise with the tournament director.

Photos were sent out to the IIHF without approval. For future tournaments, photographers need to be briefed.

#### Election of Officers

VP International Ice Hockey: To oversee National Teams, and lead the appointments committee. Gaffikin elected.

VP National Ice Hockey: Scott elected.

Treasurer: C Reid is prepared to do it again, but use Debra and \$1000 payment to her. C Reid elected.

NZIHf Secretary: Albright elected.

#### Election of NZIHf Management Committee

Structure confirmed:

- President (Hay), VP International Ice Hockey (Gaffikin), VP National Ice Hockey (Scott), Treasurer (C Reid), Secretary (Albright).

- Regional Delegates: Auckland (Birgel & Henry); Canterbury (Gaffikin & Scott); Southern (Soper & Matthews)

Monthly conference calls for meetings, as required. Urgent issues will be dealt with by email.

### Appointments

- Referee in Chief: Haxell
- Auditor: See Remit by C Reid.
- Discipline: Haxell
- Senior Players: Henry. Birgel questioned if this could be a possible role to the Ice Blacks captain? Henry came forward and offered to represent the senior players.
- Archives: Doug Elder & Albright to pursue, with assistance from Soper, Glass and Hay.
- Registrar/Statistics: Kaiser
- Drug Testing: Milne Simpson
- Nationals Championships: Auckland. Henry to nominate a tournament director.
- National Hockey League: Birgel
- National Junior Elite Hockey League: Kaiser
- Sponsorship: NZIHF to look to employ somebody for this portfolio.
- Marketing: Teri Higgins to be approached by Matthews.
- Fundraising: Hay asked if somebody could be employed? Coslett to investigate a professional fundraiser and sponsorship candidates.

### Remits

- Auckland: Nothing
- Canterbury: Nothing
- Southern: C Reid presented a remit.

Current procedure: Must submit accounts for auditing.

Proposed procedure: Books submitted for an accountants review.

C Reid moved the motion. Seconded by Matthews. Canterbury abstained.

Motion passed. To take effect for 2012 accounts.

### 2012 Budget

C Reid stressed the need for a 'bottom-up' budget construction.

Hay added that there are not too many areas that cost the NZIHF.

Hay and C Reid are to examine figures and costs for the coming year.

Portfolio holders are to prepare plans for the next 12 months.

### Winter Games

Will not happen in 2012, or the foreseeable future.

### Review NZIHF Registration Fees for 2012

To remain the same for 2012. Motion moved by Hay. Seconded by C Reid. Motion passed.

### Nominations for Life Membership

No nominations presented.

### Regional Volunteer of the Year Awards

Regions to name Volunteer of the Year candidates. This category will be removed from the 2013 NZIHF AGM agenda.

### IIHF Development Camp

Candidates to be examined. Eligible girls born in 1996. NZIHF to pay 50%

Does the NZIHF go with:

- Top 2 players nationally; or
- Top 1 player from 3 regions?

Haxell moved that Alicia Thomassen be sent to Vierumaki, Finland to partake in an officiating course. Cost is approximately \$3000. Seconded by C Reid. Motion moved.

### Events Manual Update

No change.

### Constitution review

No change.

### General

#### Entry teams for 2012 IIHF World Championships

All NZ teams to be entered in IIHF competitions.

Birgel questioned whether we should investigate entry into the Australian league first. C Reid felt we should see if the Australian league works for the first year. Hay added that NZ can pull out of the U20's until September 2012 at the IIHF Semi-Annual Congress. Hay will propose a U20 entry into the IIHF World Championships.

### Hosting 2012 IIHF World Championships

Women: Auckland will bid for 2013 tournament.

### ITC's

To be discussed at the NZIHL AGM.

### NZIHf Structure

Gaffikin reiterated that the NZIHf needs a National Coaching Coordinator. If not, then each region must look to hire a professional coach, to get children on the ice at least 3 times a week.

Henry was asked to be the Women's portfolio holder. Focus is to be on National Women's Hockey.

### Direction for National & International Ice Hockey

No discussion.

### Ice Blacks Merchandise.

Ian Challis has the NZIHf inventory. Doug Elder & Albright to follow up on the merchandise, for website sales and marketing.

### Referees fees for Nationals & NZIHL

Discussed previously.

### NZ Ice Blacks entry into IIHF ASIA Cup Challenge

It is an additional competition for NZ teams. Hay added that the Asian countries do not appear to be keen to travel to NZ because of financial issues. Hay to investigate further.

### Coaching Accreditation Programme: Follow up on Levels 1 & 2

Kaiser mentioned that there is the need to keep up basic Level 1 and Level 2 standards,. Perhaps hire a part time overseas coach?

Hay answered that the priority is to have coach courses. The basic can be run over a series of weekends. Level 1 & 2 can be run annually.

Hay to ask Peter Anderson to mark the Level 1 and Level 2 exams.

### Coaching Contracts

Coslett inquired about the move of former CIHA coach, Janos Kaszala to Dunedin. Coslett asked that the protocol is for approaching coaches for positions. As a courtesy, other associations should inform others.

Hay suggested that there should be an open market for coaches. But he proposed that other associations notify others that they will advertise a vacancy. There must be a fair market.

It was decided that a free market will exist, but it is bad form to poach coaches. Courtesy should prevail between associations.

#### NZIHF Pins

Gaffikin asked if we should replenish the NZIHF supply.

C Reid said yes. It is part of representing NZ. It is part of the NZIHF cost, and is a marketing tool.

Hay is to get a quote for a run of 3000 pins, under \$5,000, to last 5 years,

#### NZIHF Child Protection Policy

Matthews to draw up a policy, with assistance from Coslett.

#### Friendship Teams / Tournament

Gaffikin suggested that friendship teams be placed under the NZIHF umbrella.

Regional applications to go to Hay. Gaffikin to prepare a document and presented to the regional associations.

C Reid added that the NZIHF cannot set strict guidelines or selection requirements.

Hay responded that the NZIHF will set guidelines instead.

Gaffikin to provide a manual to help teams prepare for their trips.

Motion carried.

#### New Jerseys for the NZU16 Development Team

Gaffikin noted that the funding application for jerseys was not approved.

Hay will seek additional funding.

#### Ice Fernz Funding

Jan Goulding noted that the Ice Fernz require more funding. The current split is 15% for the Ice Fernz.

Henry mentioned that if the women's goal is to enter the Olympic Games, they should become the priority team.

**Meeting closed at 5:20pm.**