



ENGLISH ICE HOCKEY ASSOCIATION

Limited by Guarantee

EIHA Annual General Meeting: September 2018

Chairman's Report

On behalf of the Board of Directors, I would like to welcome all the members of the English Ice Hockey Association to a review of the EIHA.

In addition to this report, there will be general comments by me to open our 2018 Annual General Meeting.

As all sections have submitted section reports to league meetings, most plans and goals have been decided for the upcoming season. These reports have been communicated at the section/league levels and all are prepared for another season of competition/participation. They also have been issued with pre-AGM documents.

Fixtures:

League fixtures have been produced far earlier this summer than previous years. I appreciate this was with improved cooperation with ELITE League and outstanding work from Tony Lack, with support from all sections, provided a template of in excess of 2,300 scheduled fixtures to initially start the season. Some changes and an increase in number will happen but we are out across the starting line earlier. The past year was outstanding with over 3,000 fixtures conducted. Our thanks to a hard working team of fixtures secretaries.

Coaching:

Paul Hayes has been busy with coaching courses and, with demand, has been very involved with coaching courses and continued education for our coaches which need full support.

Referees:

The referees' program has continued to benefit from a professional approach to centralise the referees. This is one section for the country that continues to improve and excel and justifies the decision to produce a vastly superior level of consistent, accountable and professional level of referees for the entire sport going forward. We are still short of referees and need more to apply for training to benefit the sport.

NIHL

The NIHL has been successful in its reconstruction with the addition of teams and is now settling down and will be a more competitive league as a whole. As we proceed, we should see a more competitive level in the conferences, and financial management will be imperative for the improvement of the league in the future.

JLMC

We have moved the U20 effort to the JLMC because, as a senior league, it wasn't effective. With more influence from the JLMC, there is more interest in keeping more players involved, as they have another age level to improve their skills prior to NIHL in their pathway.

The success of the enormous work done by coaches, clubs and the JLMC emphasis with Under-11 players must be highly commended. Jacqueline Pye and our JLMC regional Committees, coaches and club officials have worked continually to enable an increase in young children to have the availability of ice hockey at the age they need to start. The Conference teams program have been very successful and the end of season

Tournament proves the development has enabled more players to excel in their playing pathway. The efforts of the JLMC have been nothing short of outstanding.

ENTP

The England National Training Program has completed a successful season. More youth were trained up to a higher standard at all age groups and a successful training camp was conducted in Slovakia with about 200 male and female players in attendance. The program is enormously ambitious and expensive and lessons have been learned. While it is highly beneficial, a review is required. A budget over-spend of 12,000 and a commitment of funds (37,000), to an unsanctioned event has caused a restructure of internal financial controls of the EIHA. This is reviewed in Financial Management in this report.

Women's Section

This is now the largest organized Women's Section in Europe. It proves we are actively supporting women in our sport. The GB teams are competitive, but we need more participants and more ice time for them. Our on-going program must have more support from the club level with assistance from us. My compliments to Geoff Hemmerman and Sally Taylor as another season has been completed with an outstanding result in all leagues.

Recreational

The Recreational Section is, again, a very well managed section that continues outstanding support of the teams. Not everyone can commit to the demands of competitive time obligations and with 3,000+ players, we have a duty to provide a platform for them to participate fully in the sport.

They have improved with each year to be a very solid-managed section. Discipline is very controlled and their section is to be highly commended again. My compliments to Tony Boyton and Tony Wood and their team for another great year.

University

The University Section is a very well managed section that continues outstanding support. With an increase of players last season and expansion to 8 tiers and the GBR University National Teams, I cannot commend them enough. Outstanding work by Andrew Miller and his team.

Discipline

Lynn Faber has an enormous responsibility. There is a high consistency of application of discipline standards that has been continued. There has been an update of the Discipline Document and everyone should review it. There are some specific changes that affect different levels and being current will assist teams keeping total of individual penalty points and due dates of fines. I must acknowledge that injury-potential penalties have decreased a bit and I must commend coaches for supporting discipline for players who error in decisions while on the ice.

With this years' IIHF rule changes, there will be a period of adjustment. We adjust for changes every year and we will succeed again, as we have in the past.

Equal Opportunities and Child Protection

Charles Dacres has had numerous cases to administer with Mark Anderson and the CPO's and all have been handled with attention and care. I must complement all for an outstanding effort

Statisticians

Kevin Garrad and his team must be highly complimented. Stats are very time consuming and detail is paramount. All games are reviewed and compiled with league and team and individual accuracy and their production is outstanding.

Governance

As the membership decided, we have an update distributed with this AGM papers. More communication is due approx. January 2019 as the Steering Group is about to start deliberations.

Fixtures Live IT

We have been advised we have 1 more year of agreed support and then we will have to replace Fixtures Live Registrations/EGS/League IT format. There is concern as there is a build/scale research and development period required to avoid some of the pitfalls we experienced with the initial implementation of the existing IT. More on this as we move on but there is a financial obligation involved. Our extreme thanks to Gary Dent

who has monitored and assisted training all Electronic Game Sheet problems. As the improvements to Fixtures Live EGS, he has been invaluable to assist teams when they have problems to address.

Financial Management of EIHA:

The financial management of the EIHA is being addressed immediately in response to the financial management of the England National Training Program.

In response, the following actions have been taken:

1. The EIHA Board has appointed a financial consultant to put in place a fit for purpose internal financial management function. Helen Martin is being contracted to drive this effort and her bio is an appendix to this report.

This issue is an immediate example of the current governance failings which will be addressed in the Governance Review. The Board is responsible for overseeing the financial management of the association and the EIHA has been running with existing system in place with no issue up until now. This episode has identified weaknesses with the financial management system currently in place within the EIHA, and the EIHA Board is therefore taking immediate steps to address the situation for the future.

The following work will be completed to ensure robust and fit for purpose financial management systems are in place going forward.

1. Understand and be confident about the current financial status of the EIHA
Obtaining an independent review of the 2018 statutory accounts and supporting schedules, as well as recent management accounts, and forecast the financial position over the coming few months. Review existing commitments, including any contracts in place, in order to identify/confirm any future financial liabilities.
2. Establish financial controls to safeguard EIHA's financial status
In order to safeguard the financial position of the organization moving forward, a review of existing financial controls is needed, particularly around authorization processes and cash-flow management. The work would involve a review of current financial processes and controls, recommendations for improvements, and drafting of new policies/procedures where appropriate
3. Establish a full financial management function

The work here would be done in two phases, a 'set-up phase' and a 'business as usual' phase.

- a. Set-up phase – this would involve reviewing the current systems, banking arrangements, payroll arrangements, etc, and implementing any changes required in order to ensure that the finance function is robust. Some of this work in terms of processes and policies would have been carried out at stage 2 above, however the set-up phase would focus specifically on putting systems in place. In addition, this phase would involve establishing an organizational budget based around key priorities.
- b. Business as usual - once the financial systems, processes and controls have been updated/established as per the above, there will be an ongoing requirement for finance management, including day-to-day processing, provision of robust management information (including variance reporting against budget and cash-flow forecasting), supporting budget managers, management of year end processes, sourcing tax advice, etc. The work in this phase would therefore involve identifying the 'business-as-usual' requirements, making recommendations as to the best way of fulfilling these requirements, and assistance with implementing these recommendations.

In light of what has happened, it is necessary for the Board to put in place the above work immediately, but it is also important to acknowledge this work will not be wasted because the systems created can be transitioned across and adopted by the UK-wide organization in line with good governance, should the membership vote for it to be created.

There will be an update on this issue at the AGM.

Ken Taggart, Chairman
English Ice Hockey Association