



New Zealand Ice Hockey Federation 2023 Annual Report

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President

Another two years has flown by, and it has been a crucial and important two years as we recovered from COVID-19 to a semi-normal hockey routine.

Club activities, domestic competitions and our national program are back in full for the first time, and we've seen a period of calm and well managed activities throughout the country. This is a credit to all involved from club to federation, facilitating the sport we all love so much.

Volunteering is not the easiest role and certainly comes with its challenges, triumphs, reward and hopefully some fun on the way with our amazing NZ ice hockey family.

There is and always will be challenges at all levels within our federation, regions, clubs and leagues. We must keep the momentum achieved to date, find solutions and learn from our past as we pave a positive way forward into our future. Some of the notable achievements this year include:

- **Growth:** In 2023 we have hit a record for memberships and player numbers, with strong growth in youth numbers and women's once again. Both show healthy sustainability for our future.
- **Development:** Development camps have seen record attendance at all regional development camps by players, goalies and coaches, highlighted by the flying coaches program with IIHF and USA Hockey.
- **Coaching:** We used the USA coaching level accreditation and were endorsed by USA Hockey to do so. With approximately 40 coaches receiving level 1 and more levels to follow in 2024. We have record numbers of coaches engaged into our programs and this is growing across most regions.
- **International relations:** Our relationship with Australia has never been stronger with some great discussion on future initiatives and working closely together. IIHF is also taking notice of New Zealand with our good work and also our geographical challenges. Changes are in the pipeline not only to assist us, but to create a positive and sustainable international future. This will see us working more with our Trans-Tasman neighbours.
- **National Leagues:** All our national leagues had a fantastic year with competition across the board. Games were close and down to the wire in every league from NZIHL, NZWIHL and all youth grades.
- **International Teams:** Our U18 Men's team achieved our first gold for many years earning promotion, followed by a bronze for the Ice Fernz in South Africa. We saw our first IIHF World Championship event win for the U18 Women's as this age has firmly shown that we can compete creating a brilliant path way for our girls.
- **Finance:** We have shown strong resilience after some tough years to return to a solid fiscal position in 2022-23 which the board can be proud of.
- **Registration:** The esportsdesk registration system has been rolled out successfully to more regions and embraced as a success.
- **Officiating:** Has seen growth in numbers and consistency across the board with a noticeable culture change at all levels.

To celebrate we also need to acknowledge the achievements by so many of our regions and clubs, and all the boards, administrators and volunteers who make this possible. I can't say it enough, thank you all so much for your time and effort that you devote to ice hockey in New Zealand. We are making huge leaps forward and this has been achieved together.

Our journey is not done by any means and for some it has only just begun. We have had many achievements to celebrate this year, and we now look to improve what we do and reach for new heights and achieve new goals in 2024.



Key areas for 2024 will be the employment of a NZIHF General Manager, to continue to drive and assist learn to play in all regions and clubs, as well as creating pathways for all our members, from social to the elite.

Personally, it's once again been an honour to serve New Zealand Ice Hockey. Working with such a great board makes it seamless and enjoyable. It's also been an incredible honour to represent NZIHF at the IIHF development committee. Having direct access to our IIHF leaders and governing body has been incredibly rewarding and insightful, and bringing this knowledge back to New Zealand is hugely beneficial.

So, my job is not done and there are still so many things I want to achieve for our federation - with that said I will be standing once again for the President of the New Zealand Ice Hockey Federation and I seek your support and confidence in me as we look to more success in 2024-2025.

Andy Mills
NZIHF President



Vice President

The Vice President's role has no active portfolios or direct lines of responsibility and thus a support role to the President and Management Committee, as such information and updates will be covered off in the following portfolio reports.

Our continued growth as a sport and strong spectator numbers reflects the tireless efforts from committee members, our clubs, volunteers, and administrators.

This all accumulates into our success, and yet again, a very good year of Hockey, from our learn to play, national leagues and the return of our National teams travelling to the worlds and after a 3 year absence the results were outstanding.

Thank you to all who make this success possible.

Jason Power
NZIHf Vice-President



General Secretary

Emerging from the global challenges posed by the Covid-19 pandemic, we have collectively navigated another demanding year.

I extend my heartfelt gratitude to the dedicated volunteers and administrators of our beloved sport throughout New Zealand, without whom the day to day running of everything from our learn to play programmes, through to the highest tiers of men's and women's competition would not be possible.

Inflationary pressures have made the cost of participating in, and administering our sport, more challenging than ever. Most notably a significant surge in international and domestic travel costs has required diligent care and attention and I extend my thanks to our board for another year of cohesive governance.

On the global stage, it was great to see the participation of all five national teams at their respective 2023 world championships, and congratulation is due to the players and team staff of the U18 Men's team who secured a gold medal.

Another remarkable achievement is the continued growth of our sport, with our total player numbers increasing 9% year on year, and our regions witnessing a 15% growth in their youth learn to play programmes. This sustained growth is a testament to the collective efforts of our community, and we anticipate this positive trajectory to continue in the future.

Celebrating successes closer to home, the New Zealand vs. Australia series held in Auckland was a resounding success, marked by record-breaking spectator numbers, and we look forward to continuing our growing relationship with Australia across more series' like this in the future. Additionally, the NHL being played in Australia is a significant milestone, underscoring the global recognition and appeal of our sport in the Southern Hemisphere.

As we reflect on the challenges and triumphs of the past year, I am sincerely grateful to all the coaches, volunteers and administrations who make this sport what it is. Your dedication and passion for ice hockey have been instrumental in our continuing success, and looking ahead to 2024, I am optimistic about the continued growth and success of our sport.

Carl McIntyre
General Secretary



Treasurer – NZIHF

This is my first year as Treasurer of the NZIHF and I wish, at the outset to acknowledge and thank Karen Messenger for all the work she has put into the finances of the Federation. Without her invaluable assistance I doubt that I would be able to present a coherent report today.

Karen has tremendous institutional knowledge and has proven to be invaluable to me in my tenure as Treasurer thus far. Thank you, Karen.

Since the 2022 AGM, the financial statements of the Federation for the year ended 31 October 2022 have been audited and lodged with the Charities Commission.

The key highlights of that year are that the Federation recorded a surplus of \$1,777 and at the end of the year had \$439,325 in the bank, including the balance that remained unspent in the Immediate Past President's Fund.

The Financial Statements for the year ended 31 October 2023 are yet to be audited but we anticipate there to be very few adjustments. However, I do emphasize that as they stand now, they are subject to a final review. Fortunately, 2023 saw no cancellations due to the global pandemic and, in terms of events held, it was a normal year and this is reflected in the financial results. We reported substantially higher income and expenditure in 2023 compared to the previous few years.

We sent five teams to the IIHF World Championships, in Bulgaria, South Africa and Turkey but participation in those tournaments came at significant cost. Since the global pandemic the costs of international travel, both for flights and accommodation have grown exponentially.

We ran four youth development camps in 2023 (three in 2022) and once again we were able to host coaches from USA Hockey, assisted by the IIHF Flying Coaches funding project.

Earlier in the year I had raised a caution that the higher costs of getting to World Championship tournaments and hosting more on-ice activity in New Zealand was likely to produce a net loss for the Federation. I am happy to report that this was ultimately not the case. The principal reason for us not having to endure the preliminarily projected loss was a much higher than expected revenue line from the TAB, together with higher grant monies.

The TAB revenue in 2023 was \$50,000 higher than in 2022 and Sports NZ grants were \$15,000 higher year on year. I think special acknowledgement is warranted in this regard for Carl McIntyre, Wayne Curtis and Michael Domigan. A further point that needs to be highlighted is the great work done by Andy Mills with the IIHF and securing funding of around \$135,000 for the Flying Coaches programme.

Due to Andy's efforts NZIHF was able to record \$36,000 of income in 2022 and \$59,000 in 2023. The remaining \$40,000 will be able to be offset against Youth Development Camps in 2024. Without this funding, the financial results would be very different.

NZIHF has continued to provide funding support for the Mako Under 23 team in the NZIHL, but we are pleased to advise that all other league teams and activities are now largely self-funding.

The key financial highlights this year of the NZIHF are a surplus of \$11,043 and cash at bank of \$542,135 although approximately \$80,000 of that was income in advance from the IIHF for 2024 World Championship tournaments.



The cost of attendances at the World Championship this year have increased significantly, partly due to the fact that they are being held in more expensive venues and partly due to the increased costs of international travel. Unfortunately, this is a fact of life and while there have been no confirmed increases in IIHF funding, Andy Mills has done a stellar job in presenting our case for a travel equalisation payment from the IIHF to recognise the higher cost of getting anywhere from New Zealand. Early indications are that we are likely to see an increase and that will go some way to mitigating our higher expenses.

The obvious answer in the future to cover these higher costs until some normality returns, is for us to seek out additional grants and sponsorships and this is something we will no doubt discuss in greater detail in the strategy part of today's meeting.

In closing I would like to thank the entire NZIHF committee for their support and to repeat my thanks to Karen Messenger; with special thanks also going to Andy Mills, Michael Domigan, Carl McIntyre, Wayne Curtis and Paul De Vere for their unstinting assistance in helping me get to grips with the activities and business of the NZIHF.



Balance Sheet

New Zealand Ice Hockey Federation Incorporated As at 31 October 2023

31 OCT 2023

Assets

Bank

Admin a/c 00	136,537.30
Immediate Past President a/c 50	54,073.63
NZIHf On Call Savings a/c 53	351,524.51
Total Bank	542,135.44

Current Assets

Accounts Receivable	28,984.79
AR Adj (Esports Deposits)	40,202.39
AR Adj (Web-Store)	3,619.10
less Provision for Doubtful Debts	(500.00)
Prepayments	37,721.74
Total Current Assets	110,028.02

Fixed Assets

Computer Equipment	4,980.00
Less Accumulated Depreciation on Computer Equipment	(3,735.00)
Total Fixed Assets	1,245.00

Total Assets	653,408.46
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Liabilities

Current Liabilities

Accounts Payable	29,381.83
Accruals	24,165.64
GST	14,032.96
Income received in Advance	182,417.78
VISA Carl McIntyre	41.91
VISA Michael Domigan	52.00
Total Current Liabilities	250,092.12

Total Liabilities	250,092.12
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Net Assets	403,316.34
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Equity

Current Year Earnings	11,043.06
Retained Earnings	392,273.28
Total Equity	403,316.34



Profit and Loss

New Zealand Ice Hockey Federation Incorporated For the year ended 31 October 2023

	2023	2022
Trading Income		
General Income	1,100.65	1,304.25
IIHF International Transfer Card	496.98	7,186.52
National Team Levy Fee Gear & Clothing	1,366.00	-
NZIHf Membership Fees	88,305.65	73,736.19
NZIHf Merchandise Sales	58,705.52	10,344.05
Ticket Sales	70,840.64	-
Youth Development Camp Income	65,985.97	43,065.91
IIHF Worlds & Team Income		
Ice Blacks - Player Contribution	78,784.53	-
Ice Blacks - IIHF Contribution	48,346.12	-
Ice Fernz - Player Contribution	69,947.89	-
Ice Fernz - IIHF Contribution	36,054.73	-
NZU20 Men - Player Contribution	76,340.75	-
NZU20 Men - IIHF Contribution	34,924.23	-
NZU18 Men - Player Contribution	74,978.30	-
NZU18 Men - IIHF Contribution	36,054.73	-
NZU18 Women - Player Contribution	66,145.00	-
NZU18 Women - IIHF Contribution	34,924.22	-
Total IIHF Worlds & Team Income	556,500.50	-
Triple Star Revenue		
Triple Star Mens Revenue	36,867.33	-
Triple Star Womens Revenue	23,987.41	-
Total Triple Star Revenue	60,854.74	-
Total Trading Income	904,156.65	135,636.92
Cost of Sales		
IIHF Membership Fee	-	1,692.01
Merchandise Products	56,694.38	8,131.85
National Team Gear & Clothing	1,366.02	1,123.90
NZIHf Special Events	58,859.74	-
Premier Hockey Expenses	483.70	6,160.00
Youth Development Camp Expenses	85,742.90	52,912.34
IIHF Worlds & Team Expenses		
Ice Blacks - International Travel	134,722.88	-
Ice Blacks - National Travel	23,296.46	-
Ice Fernz - International Travel	78,344.92	-
Ice Fernz - National Travel	26,239.88	-
NZU20 Men - International Travel	114,609.18	-
NZU20 Men - National Travel	9,362.84	-
NZU18 Men - International Travel	77,251.70	-



	2023	2022
NZU18 Men - National Travel	14,964.30	754.02
NZU18 Women - International Travel	117,039.82	-
NZU18 Women - National Travel	7,670.48	616.64
NZIHf Insurance - Overseas Travel	38,815.00	3,260.00
Per Diems	28,794.12	-
Total IIHF Worlds & Team Expenses	671,111.58	4,630.66
Triple Star Expenses		
Triple Star Mens Expenses	56,491.50	234.82
Triple Star Womens Expenses	39,324.89	-
Total Triple Star Expenses	95,816.39	234.82
Total Cost of Sales	970,074.71	74,885.58
Gross Profit	(65,918.06)	60,751.34
Other Income		
Entain/TAB Income	143,000.67	93,177.47
Funding and Grants - Pub Charity Ltd	6,000.00	-
Funding and Grants - Sport NZ	30,000.00	15,000.00
IIHF Income Worlds/General/Other	58,981.00	45,699.15
Interest Income	5,844.51	1,564.85
Total Other Income	243,826.18	155,441.47
Operating Expenses		
Administration/Secretarial Cost	44,337.80	32,038.10
AGM Expenses	5,666.12	3,028.05
Bank & Processing Fees		
Bank Fees	289.66	272.35
Esports Processing Fees	31,196.29	12,119.52
Stripe Processing Fees	2,926.58	212.32
Total Bank & Processing Fees	34,412.53	12,604.19
Coaching Development	6,206.31	10,451.44
Communication	1,729.32	1,664.24
Depreciation	1,245.00	2,490.00
IIHF Congress	12,800.94	16,062.74
LTP & Regional Support	11,280.69	27,033.61
National Rep League Support	10,917.45	72,564.70
NZIHf General Travel Cost	18,024.21	3,292.10
NZIHf Insurance	1,085.00	950.00
NZIHf Skill Development	3,770.93	-
Office & General	4,480.73	3,454.24
Professional fees - Accounting	2,060.00	2,970.00
Professional Fees - Audit Review Fee	1,952.50	1,775.00
Professional Fees - Consulting Fee	1,842.30	7,500.00
Referee - Development	3,229.67	4,617.39
Referee - IIHF Licence Cost	840.44	1,141.58



	2023	2022
Subscriptions	227.12	1,149.70
Trophies, Pins, Engraving	-	8,932.94
XERO fee	756.00	696.00
Total Operating Expenses	166,865.06	214,416.02
Net Profit	11,043.06	1,776.79

Gareth Hoole
Treasurer



Treasurer – NZIHL

The draft financial accounts have been received from Rotto and Associates and awaiting final review.

At the beginning of the season we made some funding applications to assist the financial running of the NZIHL.

We were successful in obtaining \$38000 of funding this year and would like to thank the following organisations for their support for the NZIHL in the 2023 season: Four Winds Foundation, Pub Charity, Aoteroa Gaming Trust, NZCT

\$23,000 of this funding was for purchasing 4 new sets of computer and video equipment for live streaming process.

For the 2023 Year the team fees were set at 65K per team. With some savings in the Semi-finals costs Team rebate was processed at 3K per team resulting in net team fess of 62K pre team.

With some of the plus and minus against the budget we have been left with a profit of \$13475. There are areas we can look to improve on in terms of planning and budgeting.

We spent approx. 4K to send people down to live stream the final this was not budgeted for a so we need to make sure when planning the season if these activities are likely to happen we should put some funds in the budget.

The Referee travel costs ran a lot better this in terms of the budget this year compared with 2023 so there was no blow out this year.

The NZIHF funded the balance of the Mako costs which came to approx 10K and it would look like there was an under budget on the Travel and accommodation costs.

The NZIHL also funded the balance of the cost for the Medical Scoops approx. 4K this was also not budgeted so used some of the reserve funds to cover this.

We have had discussions with Tandem / Air NZ around the cost centre coding this was quite an issue this year as there was some problem with their systems, the monthly account was produced without cost centres so they made additional files available for use at the end of each month. We are looking to streamline the cost centre codes with the Serko booking system which should come into effect to 2024 Serko bookings.

I believe we still need to improve the communication process and better understand the impacts of approving expenditure not budgeted.

Thanks to Andy Kaisser for the huge effort and amount of time spent in preparing the budget and processing at all the bookings for the NZIHL. This is massive task and the main driver to track all the costs correctly.

I look forward to working with the NZIHL in 2024 should my nomination be accepted.



Profit and Loss

New Zealand Ice Hockey League Inc

For the year ended 31 October 2023

Account	2023	2022
Trading Income		
Franchise Licensee Fee	6,000.00	6,000.00
Hosting Fee	15,652.17	81,739.11
Mako Income	22,604.33	0.00
Team/Player Contributions	269,565.20	139,130.40
Total Trading Income	313,821.70	226,869.51
Gross Profit	313,821.70	226,869.51
Other Income		
Grants & Funding Received	38,000.00	39,500.00
Interest Income	1,446.41	284.39
NZIHf Funding Support	9,374.86	15,652.17
Other Income - Misc Items	391.30	0.00
Total Other Income	49,212.57	55,436.56
Operating Expenses		
Accommodation	48,486.75	55,271.02
Air Travel- National/International	136,084.87	142,740.08
Bank Fees	30.00	30.00
Depreciation	0.00	2,251.75
Equipment / Uniforms Purchases	4,421.52	0.00
Fuel Costs	1,702.36	1,465.46
General Expenses	5,622.94	4,519.81
Ice Time	42,220.08	38,181.67
Insurance	500.00	1,500.00
Live Streaming	25,665.25	1,241.63
Mako Team Expenses	31,319.67	0.00
Marketing / Advertising	3,620.95	2,949.99
Officials	18,305.00	16,938.26
Other Travel and Team Support Costs	3,777.56	12,414.61
Professional Fees	900.00	950.00
Referee and Supervisory Travel	9,776.36	12,966.14
Trophies	1,692.18	2,961.83
Vehicle Expenses	14,669.06	14,730.19
XERO fee	630.04	571.56
Total Operating Expenses	349,424.59	311,684.00
Net Profit	13,609.68	(29,377.93)



Balance Sheet

New Zealand Ice Hockey League Inc

As at 31 October 2023

Account		31 Oct 2023	31 Oct 2022
Assets			
Bank	ASB Accelerator	65,782.11	30,467.08
	ASB Main Account	3,044.16	22,296.21
	ASB Visa Andreas Kaiser	0.00	203.86
Total Bank		68,826.27	52,967.15
Current Assets			
	Accounts Receivable	(3,000.00)	0.00
Total Current Assets		(3,000.00)	0.00
Fixed Assets			
	Video Equipment	0.00	22,005.18
	Video Equipment Accumulated Depreciation	0.00	(22,005.18)
Total Fixed Assets		0.00	0.00
Total Assets		65,826.27	52,967.15
Liabilities			
Current Liabilities			
Accounts payable			
	Accounts Payable	0.00	644.00
	Accruals	0.00	3,860.00
	Insurance Fund Provision	3,109.78	2,609.78
	Total Accounts payable	3,109.78	7,113.78
GST			
	GST	(417.29)	(3,804.81)
	Total GST	(417.29)	(3,804.81)
Total Current Liabilities		2,692.49	3,308.97
Total Liabilities		2,692.49	3,308.97
Net Assets		63,133.78	49,658.18
Equity			
	Current Year Earnings	13,475.60	(29,377.93)
	Retained Earnings	49,658.18	79,036.11
Total Equity		63,133.78	49,658.18

Paul de Vere
Treasurer – NZIHL



Treasurer – Youth & Women's

The draft accounts from Rotto completed and currently waiting final review.

The attached accounts cover all the leagues NZPIHL (U12), NZBIHL (U15), NZMIHL (U18), NZJIHL (U20), and NZWIHL

Funding Summary

- NZPIHL Trillian Trust - \$4,000.00
- NZBIHL Aotearoa Gaming Trust \$3,750.00, NZCT \$2,500.00
- NZMIHL Aotearoa Gaming Trust \$3,750.00, NZCT \$2,500.00
- NZJIHL North & South Trust \$5,000.00 Airfares, Lion Foundation \$3,000.00 Ice Time
- For the Youth and Womens Leagues this year we opened separate Hertz Accounts for bookings so the charges got put on the relevant Visa Card rather than on the NZIHF Credit Bar which saved quite a bit of time in terms of processing.

NZPIHL (U12)

- We received \$4K funding towards Ice Time from the Trillian Trust.
- There was some discussion around the player cost and with this in mind it was decided to make a refund of 25.00 per player which basically used up the allocation of the funding received. This came off the Instalment invoices for each team.
- Fees were set at 3 different break points based on Tournament only cost , Tournament and Accommodation and Tournament Accommodation and Airfares.
- We also received an account from last years Mr Whippy which had not be sent to us previously which was an unexpected costs. There some savings in Vehicle costs along with some items coming in over budget we have ended up with a Loss 114.00.
- At this point in time we have not required any underwriting from the NZIHF.

NZBIHL (U15)

- Funding received towards Ice Time and Airfares.
- Team Fees were structured based on Flight and Accommodation costs so teams flying incurred slightly higher team costs.
- We over budgeted Ice Time Costs so the savings here along with the Funding received we have ended up with a profit of \$5.2K. There were some cost that ran over budget and there was an issue where Catering had been organized by one of the Referees but not budgeted. An area for discussion in terms of who his allowed to make these decisions.

NZMIHL (U18)

- As per NZBIHL the same funding was received.
- There was some issues around accommodation requirements and additional accommodation was booked incurring approx. 4K over budget. Similar query with Catering for Officials.
- With the funding received this covered the additional catering costs and accommodation costs incurred. There was some savings in Fuel costs so along with this we have ended up with a profit of 1.3K

NZJIHL (U21)

- It would seem as though we may have lost some focus on this tournament.
- There were quite a few changes to what was budgeted and so there was a lot of work tracking what was going on and on the who was making the decisions which I think ended up been last minute decision in some cases.



- It was decided to charge the players via the esportsdesk system which took some monitoring and taking up this option for payment incurred additional cost of \$911 in esportdesk processing and bank fees for the league. With the total fees charged via this process we were under budget approx. \$7500 on the player income. There was unbudgeted catering cost of \$4,000.
- The league was lucky to get \$8,000 in funding (5K Airfares and 3K Ice time) this has basically offset some of the losses and additional costs incurred. Along with this income and savings in Ice Time of \$3.5K as we had budgeted for full games in terms of the cost but these were short .75 hr game slots and along with some savings in Referee travel costs we have come up with a profit of \$165.00. We had an issue with the Officials cost where we have paid out 280.00 per game slot but \$280.00 is normally a charge for 2hr game so we have paid out \$280.00 for .75 hour game so need to clarify these costs next year based on the game format.
- Currently we have managed to cover cost and not require any funding support from the NZIHF for this league.

NZWIHL

- No funding was received this year for the women's league.
- Generally things ran quite smoothly and whilst there were a few ups and downs in terms budget Michelle has done an amazing job. This league has made a loss of 2.2K which comes down mainly to vehicle costs, when we transferred the bookings to the new account Hertz would not also transfer the same booking rate as first book. I wasn't aware of this but new charges applied when we transferred the bookings but will not be a problem moving forward.

GENERAL

- Overall the Youth and Womens league has come out with a profit of \$4.3K Thanks to Debbie Chiplin for the time spent in organizing, budgeting and planning for the relevant leagues for 2023.
- Also to Michelle Cox for her time in organizing the Women's league.
- Without their involvement in terms of budgeting and organising skills we would probably not be in the good financial position we are in.
- Thanks to Wayne Curtis for the effort that went into the funding across the leagues without this we would be looking for some additional funding from the NZIHF for a couple of the leagues.
- The month of October was very busy with all leagues having rounds in this month and trying to get invoices in before the end of the month and paid to be able to claim GST was quite challenging.



**NZ Youth & Womens Ice Hockey League
STATEMENT OF FINANCIAL POSITION
FOR THE YEAR ENDED 31 OCTOBER 2023**

ASSETS		2023	2022
CURRENT ASSETS			
Bank	\$	48,466	\$ 51,718
Prepayments		522	0
Accounts receivable		<u>0</u>	<u>700</u>
	\$	<u><u>48,988</u></u>	<u><u>52,418</u></u>
LIABILITIES AND CAPITAL			
CURRENT LIABILITIES			
Accounts payable and accrued liabilities	\$	1,786	\$ 4,409
GST payable		<u>1,650</u>	<u>6,807</u>
TOTAL LIABILITIES		3,436	11,216
CAPITAL			
CAPITAL		<u>45,554</u>	<u>41,202</u>
	\$	<u><u>48,990</u></u>	<u><u>52,418</u></u>

DRAFT

Approved by the Committee x

Date 13 November 2023



**NZ Youth & Womens Ice Hockey League
STATEMENT OF FINANCIAL PERFORMANCE
FOR THE YEAR ENDED 31 OCTOBER 2023**

	2023	2022
Income		
Team/Player contributions	\$ 295,361	\$ 249,939
Funding & support fee	<u>24,835</u>	<u>53,407</u>
	<u>320,196</u>	<u>303,346</u>
Expenditure		
Airfares	101,893	83,547
Accommodation	64,197	54,944
Ice time	53,828	48,717
Catering	6,342	38,714
Vehicle hire & operating	38,973	31,734
Other tournament costs	6,798	0
Officials	22,791	20,223
Referee travel cost	11,822	12,751
Office & general	1,620	5,300
Trophies/Prize giving	6,710	1,599
Xero fees	630	572
Bank Fees	964	58
Interest received - net	<u>-724</u>	<u>-120</u>
	<u>315,844</u>	<u>298,039</u>
NET OPERATIONS FOR THE YEAR	<u><u>\$ 4,352</u></u>	<u><u>\$ 5,307</u></u>
NZBIHL	\$ 5,234	\$ -9,757
NZJIHL	165	-3,808
NZMIHL	1,302	-1,305
NZPIHL	-114	930
NZWIHL	<u>-2,235</u>	<u>19,247</u>
	<u><u>\$ 4,352</u></u>	<u><u>\$ 5,307</u></u>

DRAFT

STATEMENT OF MOVEMENTS IN CAPITAL

CAPITAL AT BEGINNING OF YEAR	\$ 41,202	\$ 35,895
Net operations for the year	<u>4,352</u>	<u>5,307</u>
CAPITAL AT END OF YEAR	<u><u>\$ 45,554</u></u>	<u><u>\$ 41,202</u></u>



Profit and Loss

NZ Youth & Womens Ice Hockey League For the year ended 31 October 2023

	2023	2022
NZBIHL - U15		
NZBIHL Income		
Team/Player Contributions (NZBIHL)	101,826.09	93,913.05
Grants and Funding (NZBIHL)	6,250.00	1,000.00
NZIH Support / Other Income (NZBIHL)	-	1,478.26
Interest (NZBIHL)	113.04	44.09
Total NZBIHL Income	108,189.13	96,435.40
NZBIHL Expenses		
Accommodation (NZBIHL)	(24,310.95)	(18,698.27)
Airfares (NZBIHL)	(31,014.07)	(22,450.56)
Bank Charges (NZBIHL)	(7.50)	(7.50)
Catering (NZBIHL)	(1,428.00)	(22,083.00)
Fuel (NZBIHL)	(1,088.71)	(1,780.96)
General / Management Expenses (NZBIHL)	(658.79)	(695.65)
Ice Time (NZBIHL)	(17,668.75)	(16,380.00)
Officials (NZBIHL)	(8,320.00)	(8,320.00)
Prizegiving/Trophies (NZBIHL)	(1,958.79)	(488.98)
Referee Travel Costs (NZBIHL)	(4,098.42)	(5,796.64)
Vehicle Hire (NZBIHL)	(12,275.12)	(9,376.32)
Xero Account Fee (NZBIHL)	(126.04)	(114.36)
Total NZBIHL Expenses	(102,955.14)	(106,192.24)
Nett Total NZBIHL	5,233.99	(9,756.84)

NZJIHL - U21

NZJIHL - Income		
Team/Player Contributions (NZJIHL)	17,230.43	12,582.60
Grants and Funding (NZJIHL)	8,000.00	-
NZIH Support / Other Income (NZJIHL)	130.43	4,347.83
Total NZJIHL - Income	25,360.86	16,930.43
NZJIHL - Expenses		
Accommodation (NZJIHL)	(2,406.96)	(3,982.61)
Airfares (NZJIHL)	(7,086.25)	(6,084.08)
Bank Charges (NZJIHL)	(911.56)	(7.50)
Catering (NZJIHL)	(4,032.00)	(3,306.00)
Fuel (NZJIHL)	(276.54)	(350.22)
General / Management Expenses (NZJIHL)	(92.57)	(120.00)
Ice Time (NZJIHL)	(3,093.76)	(3,060.00)
Officials (NZJIHL)	(3,120.00)	(1,200.00)
Prizegiving/Trophies (NZJIHL)	(211.83)	-
Referee Travel Costs (NZJIHL)	(2,136.16)	(1,103.41)
Vehicle Hire (NZJIHL)	(1,701.91)	(1,409.85)
Xero Account Fee (NZJIHL)	(126.04)	(114.36)
Total NZJIHL - Expenses	(25,195.58)	(20,738.03)
Total NZJIHL - U21	165.28	(3,807.60)

**NZMIHL - U18****NZMIHL - Income**

Team/Player Contributions (NZMIHL)	63,200.00	62,956.54
Grants and Funding (NZMIHL)	6,250.00	1,000.00
NZIH Support / Other Income (NZMIHL)	-	2,852.18
Interest (NZMIHL)	123.66	15.75
Total NZMIHL - Income	69,573.66	66,824.47

NZMIHL - Expenses

Accommodation (NZMIHL)	(17,938.60)	(16,285.24)
Airfares (NZMIHL)	(14,399.42)	(9,232.37)
Bank Charges (NZMIHL)	(7.50)	(7.50)
Catering (NZMIHL)	(882.00)	(13,325.00)
Fuel (NZMIHL)	(1,237.53)	(1,328.70)
Ice Time (NZMIHL)	(12,650.02)	(11,730.00)
Officials (NZMIHL)	(5,720.00)	(5,313.04)
Prizegiving/Trophies (NZMIHL)	(1,912.92)	(440.09)
Referee Travel Costs (NZMIHL)	(4,648.33)	(3,325.39)
Vehicle Hire (NZMIHL)	(8,748.94)	(7,028.09)
Xero accounting fee (NZMIHL)	(126.04)	(114.36)
Total NZMIHL - Expenses	(68,271.30)	(68,129.78)

Total NZMIHL - U18	1,302.36	(1,305.31)
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NZPIHL**NZPIHL Income**

Team/Player Contributions (NZPIHL)	27,886.97	23,095.66
Grants and Funding (NZPIHL)	4,000.00	3,000.00
NZIH Support / Other Income (NZPIHL)	104.35	11,739.13
Total NZPIHL Income	31,991.32	37,834.79

NZPIHL - Expenses

Accommodation (NZPIHL)	(2,900.87)	(4,608.18)
Airfares (NZPIHL)	(10,534.04)	(19,203.08)
Bank Charges (NZPIHL)	(7.50)	(7.50)
Fuel Costs (NZPIHL)	(164.20)	(131.33)
General / Management Expenses (NZPIHL)	-	(4,484.28)
Officials (NZPIHL)	(1,220.00)	(910.00)
Ice Time (NZPIHL)	(5,957.61)	(4,456.52)
Other Tournament Costs (NZPIHL)	(6,797.79)	-
Prizegiving /Trophies (NZPIHL)	(516.52)	(132.01)
Vehicle Cost (NZPIHL)	(3,881.39)	(2,857.86)
Xero Accounting Fee (NZPIHL)	(126.04)	(114.36)
Total NZPIHL - Expenses	(32,105.96)	(36,905.12)

Total NZPIHL	(114.64)	929.67
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**NZWIHL**

NZWIHL Income		
Franchise Licensee Fee (NZWIHL)	100.00	100.00
Team/Player Contributions (NZWIHL)	85,217.36	57,391.32
Funding and Grants (NZWIHL)	-	19,194.00
Interest (NZWIHL)	487.36	60.23
NZIHIF Support / Other Income (NZWIHL)	-	8,695.65
Total NZWIHL Income	85,804.72	85,441.20
NZWIHL - Expenses		
Accommodation (NZWIHL)	(16,639.83)	(11,369.22)
Airfares (NZWIHL)	(38,858.68)	(26,576.79)
Bank Charges (NZWIHL)	(30.00)	(27.50)
Fuel (NZWIHL)	(1,253.12)	(1,711.72)
General / Management Expenses (NZWIHL)	(868.43)	-
Ice Time (NZWIHL)	(14,457.62)	(13,091.20)
Officials (NZWIHL)	(4,410.00)	(4,480.00)
Prizegiving/Trophies (NZWIHL)	(2,110.12)	(537.89)
Referee Travel Costs (NZWIHL)	(940.45)	(2,525.73)
Vehicle Hire (NZWIHL)	(8,346.17)	(5,759.63)
Xero Account Fee (NZWIHL)	(126.04)	(114.36)
Total NZWIHL - Expenses	(88,040.46)	(66,194.04)
Nett Total NZWIHL	(2,235.74)	19,247.16
	2023	2022
Nett Profit / Loss All Leagues	4,351.25	5,307.08

Paul de Vere
Treasurer – Youth & Women's



Funding

The following successful funding applications for 2023 are listed below.

- Aotearoa Gaming Trust. We received \$7500 towards ice time costs for U15 and U18 national events in Dunedin.
- The North & South Trust Limited. We received \$5000 towards flights for the U21s travelling to Dunedin.
- NZ Community Trust. We received \$5000 towards flights for the Auckland U15s to attend national tournament in Dunedin.
- Pub Charity Ltd. We received \$6000 towards medical stretchers.
- The Lion Foundation. We received \$3000 towards ice time for the U21s in Dunedin.
- Trillion Trust. We received \$4000 towards ice time for the U12s in Christchurch.

Wayne Curtis Funding



Registrar

More clubs have adopted the *esportsdesk* platform for 2023, making membership management an easier task for our administrators.

Registration numbers for 2023 are listed below.

Learn to Play	445
Junior	794
Senior	1144
Total Players	2406
Total Players Incl. Associates	2514

2023	Auckland		
	Male	Female	Total
LTP Only (Any age)	174	48	222
U12 (2012 - Present)	98	17	115
U15 (2009 - 2011)	47	10	57
U18 (2006 - 2008)	35	6	41
U21 (2002 - 2005)	34	7	41
Senior (Any - 2001)	296	36	332
Total Players	684	124	808

2023	Canterbury		
	Male	Female	Total
LTP Only (Any age)	41	17	58
U12 (2012 - Present)	34	10	44
U15 (2009 - 2011)	26	13	39
U18 (2006 - 2008)	39	23	62
U21 (2002 - 2005)	26	4	30
Senior (Any - 2001)	253	56	309
Total Players	419	123	542

2023	Southern		
	Male	Female	Total
LTP Only (Any age)	45	22	67
U12 (2012 - Present)	78	17	95
U15 (2009 - 2011)	70	20	90
U18 (2006 - 2008)	48	25	73
U21 (2002 - 2005)	53	22	75
Senior (Any - 2001)	307	90	397
Total Players	601	196	797

2023	Wellington		
	Male	Female	Total
LTP Only (Any age)	62	36	98
U12 (2012 - Present)	5	0	5
U15 (2009 - 2011)	5	5	10
U18 (2006 - 2008)	7	3	10
U21 (2002 - 2005)	4	3	7
Senior (Any - 2001)	76	30	106
Total Players	159	77	236

Michael Domigan
Registrar



National Ice Hockey

Ice hockey continues to grow in participation and popularity in New Zealand which is great to see. Learn to Play growth of 15% is particularly encouraging for the future of the sport. Well done to everyone involved in ice hockey that work tirelessly for the betterment of our sport.

All the domestic activity this season ran very smoothly which is a credit to all Portfolio Holders, who are all a pleasure to work with.

Under-15 and Under-18 Tournaments were a lot of fun to attend and watch the various regions compete against each other. The Under-12 Tournament was a highlight of the season again, as it always is.

I look forward to continuing in this role in 2024.

National Ice Hockey

A.J. Spiller



International Ice Hockey

Due to the resignation of Andy Kaiser I took over the role of International Director half way through the season albeit as an interim position.

Results from our national teams at the 2023 World Championships.

- World Mens Division IIB in Istanbul – 4th
- World Womens Division IIB Capetown – 3rd
- World Mens U20 Division III Istanbul – 5th
- World Mens U18 Division IIB Cape Town – 1st - Promotion to Division IIIA
- World Womens U18 Division IIB Sofia – 4th

Currently preparations are in order for our five national teams to compete at the 2024 World Championships. Our teams are playing as below.

- Ice Blacks, Sofia April 22-28
- Ice Fernz, Istanbul. April 1-7
- U20s, Sofia. Jan 22-28
- U18s Men, Istanbul. March 4-10
- U18s Women, Sofia. Jan 8-14

The Ice Blacks played Australia in both Australia and NZ last season and there is another series of three games in Melbourne against Australia in March next year. I would like to see eventually all our national teams playing their Australian counterparts on an annual basis.

Many thanks for the time and effort the team managers have exhibited in arranging logistics for their respective teams, this has not gone unnoticed and from my perspective is most appreciated.

Wayne Curtis

International Ice Hockey



New Zealand Ice Hockey League

The 2023 NZIHL season came to an exciting conclusion, with the playoffs not decided until the last regular season game.

The SkyCity Stampede hosted the Botany Swarm in the grand-finals and won the series 2:0. Congratulations to the SkyCity Stampede for winning the 2023 season.

Due to the semi-finals taking place between the Botany Swarm and West Auckland Admirals in Auckland, there was a large cost saving by not needing to travel teams.

Costs increased significantly across the league, requiring an increase in the amount paid by each team. Unfortunately the cost to participate is unlikely to decrease, therefore we will need to continue to explore ways to reduce expenditure while maintaining a high quality experience for our players, teams and fans.

Andy Kaiser resigned from his position as General Manager at the end of the season. I would like to thank Andy Kaiser for his many years of service to the NZIHL, and the wider ice hockey community.

Andy Mills on behalf of vacant portfolio



New Zealand Women's Ice Hockey League

The 2023 season was completed, with 12 regular season games around New Zealand, and playoffs in Dunedin.

Congratulations to the Auckland Steel who were crowned champions, after overtime and a penalty shootout.

Costs increased for the league due to increases in flights, accommodation and other related expenses.

Thank you to Paul de Vere for his diligence and support with the finances and logistics.

General Manager NZWIHL

Michelle Cox



Women's Hockey

NZIHf Women's portfolio Report 2023

- Worlds – The Ice Fernz achieved an outstanding result in South Africa under some trying circumstances. The U18 Women's team also achieved an outstanding result by winning their first IIHF games at world champs in this age group.
- Growth - Our women's growth again has topped the charts with an overall growth of 20% which is a fantastic result particularly in some region with strong LTP numbers.
- Leaside - Unfortunately no families are able to commit this year to hosting, but looking ahead will try to engage early next year with them to secure spots and again with getting the girls here.
- NZWIHL was a very successful season and Michelle Cox did an excellent job. A nail biting final with some outstanding hockey.
- Triple Star - This has seen change which has been very positive, much more feasible for players and the Federation.
- Jamboree - This U18 initiative is very much on the table, as we look to new ways to create a fun and engaging pathway through the regions and clubs.
- Club leagues – It's been great to see and hear that woman's leagues around the regions are either growing, being created or re-emerging which creates a fantastic pathway for our women's program.
- Development camps – these have been of huge success and great to see more girls participate. It would be great to see these numbers grow to see girls only sessions and the hope to expand women's mini camps. Using these development camps to talk and connect with our girls is a great opportunity also.

It's been a great year for women's hockey and the women's portfolio job is getting bigger and being further spread throughout the regions. It is my hope to set up a women's committee to assist me in undertaking the facilitation of the women's game. How to grow and develop it further will would be my first priority going forward.

Women's Hockey

Tania Pimm



Senior Players

Overview

The 2023 season marked my second year in the role and I felt more comfortable and had a better understanding of the role and what was expected of me. I made an effort to get in touch with senior hockey representatives from each region and gain a better understanding of the lay of the land of each region and their unique situations and circumstances. I definitely want to expand upon this in 2024 and work closer with each region with respect to their senior hockey.

Erewhon Cup

Unfortunately, I wasn't as involved in the planning of Erewhon Cup this year as I would have liked. I plan to be more involved and offer more support on behalf of the federation in terms of planning and ensure we are representing the tournament via our platforms.

Championship Hats

We didn't cover costs for championship hats for the regions this year but I would like to see it revisited for 2024 in an effort to be seen as supporting regional adult hockey.

National Premier League Tournament

We ran our inaugural National Premier League Tournament November 11th and 12th. We had 6 teams (5 from Auckland and 1 from Wellington). We ran a unique format similar to what we do with the U21 Nationals. It was a ton of fun and we received a lot of really positive feedback. Congrats to the Wellington Seals on winning the inaugural tournament and taking home the shield. Looking forward to next year I will be working hard to get a team from each region to attend and make it a bigger and better tournament. I have a lot of ideas of things we can implement and add to it like individual awards, a bigger social event on the Saturday night and explore sponsorship and fundraising opportunities. I want this to become a highly anticipated event on our national schedule. Keeping it on the same weekend each year will go a long way to ensuring this. Having run the tournament, I can see the revenue generating potential and think this tournament should be our main focus while also supporting existing events such as Erewhon and Master's.

It is important to note that since it was a sanctioned event, only NZIHF members were eligible to participate. As a result, we ended up having 17 new players pay their membership fees and become members of the federation.

All in all, I look forward to diving deeper into the role and working closer with each region's senior hockey director's and representatives. I also look forward to growing the National Premier League Tournament and engaging with our senior members.

Justin Daigle
Senior Players



Junior Leagues

I'd like to thank Paul de Vere for his continued support and advice as well as his timely and knowledgeable communication. AJ Spiller as always, for his availability for questions and eyes on the ground when I am unable to attend and Michael Domigan for always being at the other end of the email chain when I have a question or three.

With the earlier than usual planning for the season, 2023 ran well and I would encourage the NZIHF to continue with early planning and booking for our junior tournaments.

U21s

Again only 1 round was held for this age group, but the draft system seems to make for a popular weekend and encourages participation.

U18s

Although I didn't attend this tournament this year the feedback was that the tournament ran well, and it was great to see a lot less penalty minutes than previous years.

U15s

A pretty good tournament overall a few hiccups with rental van payments and feedback around awards which will see a Coaches/Managers meeting scheduled into the finals weekend timetable to allow for face-to-face discussions and remove the last-minute decision making on the day.

U12s

The largest tournament to date and from all accounts another great weekend. As we progress each year, we find improvements that can be made, and this year was no exception. A wrap up of the tournament will be held prior to the AGM so more detail on improvements can be given in person. The main issue will be ensuring the price point is palatable for the participants.

Debbie Chiplotin
Junior Leagues



Disciplinary Co-Ordinator

Firstly, thank you again to all involved that makes this role run smoothly, it has been very much appreciated. Also, to Richard and team for the great work on the ice and then the work to complete the incident reports after the game which requires in some cases a very late night.

The NZIHF discipline regulations for 2023 were updated to reflect the changes in the IIHF rule book and will be updated date again for the 2024 season base on the IIHF updates, and while this reflected some changes to the definitions, the major change was to the penalty structure which filtered into the automatic suspensions.

There remain varying degrees of knowledge across the teams on the disciplinary process but this has improved in the last 12 months, this was mainly focused on the Schedule H automatic suspensions requirements.

We had an increase in suspensions in the 2023 season with 19 players receiving a collective 41 games. A pleasing outcome of the 2023 season was no players in the U15/U18 national league received suspensions. The discipline process and regulations will require a continued focus across players, coaches, and managers to continually improve the process and understanding within the leagues.

Before the beginning of next season, the discipline process will be discussed with coaches, managers, captains to ensure we continue to improve the discipline process.

Jason Power
Disciplinary Co-Ordinator



Medical Officer

The core medical/player safety issues remain the same as brought forward in last year's brief. We have made progress in some, but much work remains to be done.

1. Concussion:

- New International ***Consensus Statement for Concussion in Sport (2023)*** has important findings for reduction of concussion in ice hockey:
 - Use of mouth guards reduce concussion rates by 26%
 - Disallowing body checking in youth and non-elite ice hockey significantly reduces concussions
 - Experience in checking leagues is not protective for concussion rates
- A national New Zealand Sport Concussion RTP is on its way, and NZIHF should sign on
- Reporting of head injuries and of RTP clearance to the Federation is not happening, and a reporting system needs to be put in place. Example: St. John's event coverage (appendix)
- Concussion policy and information now easy to find on NZIHF website, but widespread familiarity and buy in is patchy

Proposals:

1. Universal mouth guard use in NZ ice hockey all levels
2. long-term discussion within the Federation re role of checking in non-elite ice hockey
3. Develop comprehensive training regimen for players in and entering into checking levels of ice hockey (and not just relying on experience in checking leagues)
4. Review and consideration of evidence-based strength/fitness training and pregame warm-ups that are demonstrated to reduce concussion rates
5. Use of an injury/concussion reporting system to allow safe removal/safe return to play.

2. National Standards for Safe Evacuation from the Ice

- Ferno Scoops are now present in our rinks in Avondale, Botany, Christchurch, Dunedin, and Queenstown – thanks to the Board for your hard work in making this happen.
- Routine refresher training is needed for regions to ensure safe evacuation procedures followed

3. Medical Staffing at Rep & National League Games/Tournaments, and Ice Hockey Camps

- Game medic role present for most (but not all) national men's/women's league games 2023
- Role has been defined (appendix)
- Each team/regional association is responsible for having a game medic at its home games, and needs to forward plan for this. The Federation can facilitate this but responsibility remains with the home organisation.
- This prototype role can be expanded by regions to cover rep level. On-call medic is recommended for camps.

4. Regional Rink Medical Facilities, Supplies & Equipment

- Minimum standards to be agreed to and maintained (appendix). This is most important in the case of serious injury.

5. NZIHF Medical Officer role

- Role is singular and overly broad for Federation needs and geographic distances.
- Definition needs to be compatible with IIHF role definition (currently not)



- Local Regional roles of responsibility must be established to work with rink/club/regional boards on player safety initiatives and policies, and to coordinate with the Federation and the Medical Officer.
- Can be nurse, paramedic, or doctor, or possibly other skill set.

6. Death of Adam Johnson, and neck guards.

- ***Something is better than nothing*** -- not strong evidence re which one is best, but requiring use is now an obvious step.

7. Anti-doping training for our NZ teams

Proposal:

- **Drug-Free Sport NZ modules should be required for all staff and players participating in teams that represent New Zealand**
 - Players submit proof of completion to coaching staff before departure
 - WADA rules: individual player is responsible for results of drugs testing, so players must be aware of this, and have enough lead-time to get Therapeutic Use Exemption (TUE) from a doctor and submit to Tournament Officials before participation.

Appendix:

Concussion

■ ***Mouth guards: 26% reduction on concussion rates when mouth guards in ice hockey***

- Protection significant across age groups, and no increase in benefit with dentist-fit vs off the shelf

■ ***Exclusion of body checking reduces concussion rates in ice hockey – the evidence:***

- Disallowing body checking led to 58% reduction in SRC rate where policy disallowed body checking
- Rate of injury 62% lower (concussion 51% lower) in leagues not permitting checking in non-elite 15-17 year old leagues. (Canada study)
- Myth: prior body checking experience in games was not associated with lower SRC rates in leagues permitting body checking.
 - ***Alternate way to think about it: initiating checking in game play is not great education – it is trial by fire.***
 - ***Option is to consider no checking for youth, with checking education for elite level players who will go on to play checking adult hockey. Most NZ hockey players will only play non-elite hockey.***

■ ***In-game rule changes have minimal impact so far:***

- No association with penalty minutes and SRC rates
- NHL rule 48 targeting an opponent's head illegal no change in concussion rates

■ ***How we train does have an impact on concussion rates:***

- American football: restricting the frequency and duration of collision in practices in adolescents reduced practice related concussion rates.
- 10 week training program including exercises focussed on increasing core strength was associated with lower concussion rates in adolescent American football, soccer, volleyball players.



- NMT warm up strategy (balance, whole body resistance, static neck contractions, plyometric training, landing/cutting manoeuvres) associated with 59% lower SRC rates in 14-18 y/o boys rugby when done at least 3x/week, and similar in community men's. Those who trained less than 3 hours a week got soonest benefit
-
- **App-based injury reporting:** St John's uses an app (Blerter) to report and record all injuries occurring during an event. In the recent FIFA Women's World Cup in NZ, large teams of doctors, paramedics and first responders were deployed. All injuries etc. however minor were reported and tracked by this method. An App-based reporting system for injuries and concussions can be reported, details to be worked out.

2. Minimal national standards for medical equipment and facilities at NZ rinks

Medical Supplies and Facilities:

Facilities:

- dedicated space, sufficient in size to assess 2 players at once
- Appropriate lighting to allow medical staff to clearly assess and treat injured players.
- 2 medical beds, capable of supporting players lying down

Equipment and supplies:

- Ferno Scoop or equivalent and C-spine immobilising capacity. Devices not up to these standards (e.g. stretchers, etc.) are not up to standards.
- AED Defibrillator, maintained and up to date.
- Working sink, soap dispenser, rubbish bin.
- Lockable cabinet for supplies
- Facility must be easily cleaned.
- Other Medical equipment/supplies.
- Wheelchair
- Medical supplies for bandaging wounds, arm sling, etc. as advised by Medical Officer

Game Medical Officer Role

- See Game Medical Officer document which includes information on safe evacuation from the ice

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Silverberg ND , Iverson GL , Cogan A , *et al* . injury. Arch Phys Med Rehabil 2023;S0003-9993:00297-6. [doi:10.1016/j.apmr.2023.03.036](https://doi.org/10.1016/j.apmr.2023.03.036)

Male youth ice hockey concussion incidence in a USA hockey membership-adjusted population: a peak in 2011 and the impact of major rule changes.

Morrissey PJ , Shah NV , Hayden AJ , *et al* Clin J Sport Med 2022;32:122–7. [doi:10.1097/JSM.0000000000000893](https://doi.org/10.1097/JSM.0000000000000893)

Policy change eliminating body checking in non-elite ice hockey leads to a threefold reduction in injury and concussion risk in 11- and 12-year-old players.

Black AM , Macpherson AK , Hagel BE , *et al* Br J Sports Med 2016;50:55–61. [doi:10.1136/bjsports-2015-095103](https://doi.org/10.1136/bjsports-2015-095103)

Neuromuscular training injury prevention strategies in youth sport: a systematic review and meta-analysis.

Emery, Carolyn A; Roy, Thierry-Olivier; Whittaker, Jackie L; Nettel-Aguirre, Alberto; van Mechelen, Willem__ ISSN: 0306-3674 , 1473-0480; DOI: 10.1136/bjsports-2015-094639; PMID: 26084526 British journal of sports medicine. , 2015, Vol.49(13), p.865-870

Body checking in non-elite adolescent ice hockey leagues: it is never too late for policy change aiming to protect the health of adolescents

Emery CA, Eliason P, Warriyar V, *et al* British Journal of Sports Medicine 2022;56:12-17.

Bret Dougherty
Medical Officer



Referee in Chief

We have made it through another successful national competition season, and it has been a better year for being able to spread the tournaments through the year. Which has allowed sending different officiating coaches to the various tournament weeks to spread the load on the senior officials/coaches. We were able to spend more time focussing the junior officials at these tournaments and give them more ice time, allowing the senior officials to take up more of a coaching/mentoring role for the officials operating the age group national competitions. The tournaments appeared to run well and there were several positive remarks from the various teams.

It has also been a better season regarding the bigger penalties and associated suspensions. There appeared to be far fewer game reports come across my desk this year. And the processes the disciplinary co-ordinator and I put in place seem to have improved the relationship between the officials and the teams too. There is still some work to be done to refine this process before next season's competitions start. There is also still the ongoing issue of abuse by coaches and players towards, both other players and officials, which has not reduced enough. I would still like to see this reduce significantly moving forward.

Officials in women's hockey - We have had more female officials being represented at the various national competitions and were able to have a very skilled all female crew officiating the NZWIHL final this year. We have also been able to licence both a referee and a linesperson with the IIHF this season, which has not happened before. While it is great to celebrate these milestones, we still need to work on getting more females in to the officiating pathway.

I am continuing work on our own formalised Official Development Program (ODP) which, as discussed last year, will be a requirement from the IIHF before we can send officials to World Championships. There is most likely going to be some cost to the regions for the lower-level qualifications and some at NZIHF level for the higher-level qualifications, as I would like to run formal annual seminars like is done overseas to ensure all officials are appropriately qualified for each season and have been taken through the rule changes for each year. I am hopeful that there will be a final draft to be looked at leading into the next winter season for further input, and hopefully implementation shortly after that.

There has been a total of 8 IIHF officiating licences granted to NZIHF officials this year: 4 "B" licences (1 Referee, 3 linespersons) and 4 "C" licences (1 Referee, 3 linespersons). And as of the writing of this email there have been 3 international assignments (out of a possible 4) allocated to NZIHF officials (WM20IIIA, WMIIIB, and WMIV).

Lastly, a big thank you to those of you who have been doing your part to improve the quality of player and team official behaviour, as well as the quality of hockey in New Zealand overall. It has been great to work with you this year.

Richard Button
Referee in Chief



Coaching & National Skills Development

Total Player Numbers:

- 2019 - 1664
- 2019 - 1664
- 2020 - 1618
- 2021 - 1949
- 2022 - 2126
- 2023 - 2350
- Per annum Increase = + 10.53 %

Development Camps

- 458 Players increase from 314 registrations.
- 40+ Goalies increase from 20
- 60+ Coaches

Skills Testing

- Players = 0
- Canadian Skills Testing = 0

LTP Coaches Certifications = 0

USA Hockey Level one = 54

LTP Numbers

- Christchurch
 - 2022 – 50
 - 2023 - 58
- Southern
 - 2022 - 108
 - 2023 – 67?
- Wellington
 - 2022 - 47
 - 2023 - 98
- Auckland
 - 2022 – 210/ 2023 – 222
- LTP 2022 total = 382
- LTP 2023 total = 445
- Increase 16.49 %

What do we want?

To keep NZ ice hockey players playing for life.

Focus

To grow the game of ice hockey and build a world class ice hockey program.

What we achieved in 2023

1. National growth in LTP (+ 63 players), is this enough?. Wellington has led the way, concerns about the Southern numbers.
2. Four NZIHF youth development camps held -Dunedin (118), QT (98)Christchurch (88) Auckland (158). Players ranged from 2016– 2005 born. Player numbers - 458 players including 40+ goalies and 60+ coaches.
3. USA Hockey's visit, three coaches attend the Queenstown camp & two coaches attend the Auckland camp. Feedback was positive. We reviewed their thoughts on how best to implement coaching education in 2024.
4. Triple Star combine National team combines testing program for male and female players - 176 players and 20+ coaches attending combines'.
5. Triple Star Regional ten week program National team wider squad training for male and female players - 166 players and 30+ coaches and off- ice staff attending.
6. Paris Hyde and myself are completing a IIHF one year program to become MNA (member national association) developers for the NZIHF, key outcome to work with the NZIHF to deliver the key strategies around growing the game the program will be completed May 2024.
7. Reviewed all head and assistant coaches of national teams, and travelling and non-travelling coaches.
8. Improved communication processes between National team coaches and NZIHL coaches.
9. Set in place clear KPIs and key focus for each National team coaching group.
10. Standardise the fitness expectations for all National Teams.

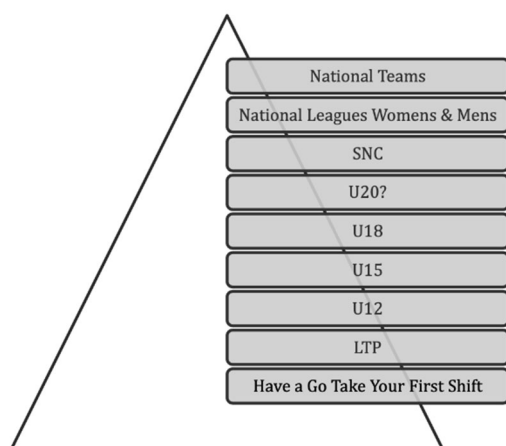


Action Plan 2024

More "Feet in Skates".

1. Paris Heyd and myself are completing a IIHF one year program to become MNA Developers (Member National Association) key outcome to work with the NZIHF to deliver the key yet to be decided strategies around growing the game completed June 2024.
2. Standardise the experience on and off ice delivery in NZ for LTP and U12 age players and also standardise the way LTP and U12 player numbers are recognised in NZIHF reporting, example what age is LTP in NZ? .
3. Grow LTP coach's and player's numbers. NZIHF to focus on increasing U9-U12 player numbers across NZ by 500 players in the next five years. This season the numbers increased nationally by 15%, from 445 in 2023 to 512 in 2024.
4. One ice skating Nation-wide test is to be implemented in each region for U12-U18, this can be incorporated in the general practice e.g. butterfly drill. This is to be measured at the beginning of each season by May 1st and completed again by the end of September, all data must be recorded.
5. Audit and continue to develop national coaches, administrators, and volunteers database
3. Continue to evolve Development camps focus on coach education to improving on ice and off delivery for players
4. Coaches' education- Deliver USA hockey level 1+ 2 (online) in March 2024.
5. National coach's support in the form of mentorship.

Build a pathway for all NZ Ice Hockey Players



Darren Blong
National Coaching Coordinator



Police Vetting Officer

Portfolio Vacant

Police Vetting Officer



Marketing & Communications

Learn to Play

Growth continues across the country in this important age group, with support being provided to clubs as required to help with their advertising strategies.

NZIHL

The NZIHL received funding to purchase new livestream equipment, which now means each NZIHL team has their own gear. The new hardware has led to an increase in livestream quality. Some teams still struggle with access to reliable and trained volunteers to operate the equipment, meaning a very small number of people are doing a very large amount of work.

Thank you to Megan Kliegl for her continued support and contributions to the NZIHL's social media.

NZWIHL

The new livestream equipment also benefitted the NZWIHL, with every game livestreamed in the 2023 season. As with the NZIHL, clubs struggle with access to reliable and trained volunteers.

Thank you to Ava Wardecki for her continued support and contributions to the NZWIHL's social media.

NZIHf

Auckland hosted the first New Zealand vs. Australia series in many years in March, and this was well received with three sell-out games. It is intended that this will become an annual event, with the potential for it to travel around New Zealand, based on ice rink availability and it being financially viable.

Ice hockey continues to grow at an impressive pace in New Zealand, and we are slowly but surely receiving interest and coverage from mainstream media about the sport.

Michael Domigan

Marketing & Communications



Appendix – Club Survey Summary

Overview

The purpose of the survey was to determine the direction the clubs are heading, the challenges they think they will face, and how they think the NZIHF can assist. We also took the opportunity to determine how people may view the NZIHF and what they thought the NZIHF should prioritise.

The survey was sent to all eight clubs, and we requested they share this with committee members and other key personal i.e. coaches or managers who may not be officially on the clubs committee. We had a good response rate with 36 responses from all but one club. The responses broke down as follows:

- Auckland – 10
- Queenstown – 8
- Wellington – 5
- Christchurch – 5
- Dunedin – 3
- Gore – 3
- Alexandra – 2
- Tekapo – 0

Findings

We have summarised the findings into four sections below. In each case we have grouped answers based on subject to determine and rank the overarching theme. We used this to identify the common themes for hockey in NZ, and also for each club. It is important to note that for some clubs this is only based on two or three responses and occasionally each respondent had quite different answers resulting in no consensus themes.

What does success look like?

The primary theme that linked all the clubs was **participation growth**. This is somewhat unsurprising, specific areas of growth mentioned by respondents focused on the youth level and the female game. Beyond growth in participation, each respondent had their own unique view of what success might look like for their clubs. There was also a wide range of responses from individuals within clubs on what they hoped to see, but if we were to take a couple of central ideas of what people thought success looked like it would be more players, improved skill, and more competition or games.

Club Breakdown

A breakdown of what respondents identified success looks like for their club. It should be noted that beyond the first ranked theme, there was a wide range of thoughts and ideas.



Auckland <ul style="list-style-type: none"> • Participation growth • Increase NZ(W)IHL attendance • Growth of girls game 	Queenstown <ul style="list-style-type: none"> • Participation growth • More senior leagues • In house youth leagues 	Wellington <ul style="list-style-type: none"> • National league teams • New rink • Participation growth 	Christchurch <ul style="list-style-type: none"> • Participation growth • More qualified coaches • Improved skill level
Dunedin <ul style="list-style-type: none"> • Participation growth • Clear pathways • Equality of resources 	Gore <ul style="list-style-type: none"> • In house leagues • U12 growth • Paid coach 	Alexandra <ul style="list-style-type: none"> • Participation growth • Interclub competition • U18/U21 retention 	

Roadblocks

In considering the above 'objectives,' the five most common themes that respondents thought threaten their club from achieving those objectives were as follows.

- *Ice time*
 - Ice access was mentioned by most respondents, but the type of challenge varies between clubs. Common comments were the risk of limited ice availability, short season, access to full size ice, or potentially no ice at all.
- *Cost*
 - Cost of participation was a concern across the board, especially for representative hockey. There were also concern of losing access to funding whether from grant support or other sources.
- *Volunteers*
 - Lack of volunteers was a concern for many and the stress this puts on those who do volunteer. Retention of good volunteers was also mentioned.
- *Coaching*
 - Coaching was identified as a risk by most for a couple of reasons. Like volunteers, recruitment and retention were a concern but so was the opportunity for coaches to upskill and improve.
- *Officials*
 - The number of officials and recruiting new officials were the primary concern for respondents who mentioned officiating.

Club Breakdown

Almost every club highlighted the same three threats to their club's success in varying orders.

Auckland	Queenstown	Wellington	Christchurch	Dunedin	Gore	Alexandra
• Ice time	• Cost	• Ice time	• Ice time	• Volunteers	• Coaching	• Ice time
• Cost	• Ice time	• Cost	• Cost	• Cost	• Volunteers	• Cost
• Volunteers	• Volunteers	• Volunteers	• Volunteers	• Ice time	• Resources	• Coaching



Club Needs

We asked everyone how they thought they NZIHF could best help them to achieve their goals. The following were the five most common themes.

- **Knowledge Sharing**
 - Knowledge Sharing refers to comments of admin support, facilitating connections between clubs and experts, provision of resources, and training support.
- **Marketing and Recruitment**
 - Promotion of the sport nationally and helping with player recruitment were the primary comments.
- **Help with Funding**
 - There are two sides to funding, one being the desire to keep costs down and the other is to support with grant applications or fundraising.
- **Coach Development**
 - Coach development primarily focuses on the provision of coach education, with some comments of assisting with coach recruitment and retention mentioned as well.
- **Referee Development**
 - Recruitment and training are the leading needs for referee development.

Club Breakdown

While many similarities, each club identified a unique set of needs that respondents thought would help them.

Auckland	Queenstown	Wellington	Christchurch
<ul style="list-style-type: none"> • Official development • Knowledge sharing • Help with funding/player pathways 	<ul style="list-style-type: none"> • Help with funding • Coach Development • Improve Communication and visibility 	<ul style="list-style-type: none"> • Knowledge sharing • Assist with ice access • Coach development 	<ul style="list-style-type: none"> • Help with funding • Knowledge sharing • Improve communication and visibility
Dunedin	Gore	Alexandra	
<ul style="list-style-type: none"> • Help with Funding • Marketing and recruitment • Understanding club needs 	<ul style="list-style-type: none"> • Marketing and recruitment • Youth camps in Gore • Knowledge sharing 	<ul style="list-style-type: none"> • Marketing and recruitment • Coach Development • Help with funding 	

Member views of the Federation

How people view the NZIHF was wide and varying, even within individual clubs. Many of the responses were likely based on personal experience and informal discussion. Interestingly Christchurch have surveyed their membership annually and found positivity towards the NZIHF has been increasing the past three season.

Just under half of all respondents (17) believed that the membership likely did not know what NZIHF stood for or for those who did, they have no idea what the NZIHF does. Three respondents thought people had a clear negative view of the NZIHF, while six thought their members likely had a positive view. The remainder thought their members were indifferent or thought that the youth members had a positive while the adults were likely indifferent or unknowing of what the NZIHF does. This differentiation between youth and adult was a common theme and likely reflects the



attention of the NZIHF on youth programmes in recent years.

Summary

This collection of information will provide the foundation for the creation of our hockey development strategy. It provides some insight into the position of our member clubs and the challenges they face. Ice time, cost, and player and volunteer recruitment come to the surface as the primary challenges facing clubs. Assistance in the form of access to resources and knowledge, development opportunities for coaches and referees, and help recruiting new members are the areas of need to drive club activities. Underlining many responses is a clear need for improving communication and connection with all clubs and members on the work of the NZIHF and how it supports the game for all age groups and levels, not just the youth and elite ends of the sport.

The final thing we asked in the survey was why people play hockey. This was for interest purposes but can also provide some direction for recruitment and retention. The most common response was because of the 'Community' and 'Friends'; 'Fun' or 'Joy' were second; with 'Uniqueness' and for the 'Fitness or the Challenge of it' being distant third and fourth. Other responses included for the 'Speed', the 'Inclusivity', and the 'Opportunities' it presents.