

ENGLISH ICE HOCKEY ASSOCIATION COMPANY LIMITED **ANNUAL GENERAL MEETING 2006**

Minutes of EIHA AGM on 10th June 2006 at Notts County Football Club, Nottingham at 9.30 a.m.

Board Present: Irene Jones, Geoff Hemmerman, Neville Moralee, Tony Oliver, Ken Taggart, Bob Wilkinson.

EIHA: Sandra Annetts (U19 Secretary), Mohammed Ashraff (Referee-in-Chief, IT Manager), Tony Boynton (Recreational Section Chairman), Charles Dacres (National Child Protection & Equity Officer), Anna Drew (Women's Premier League Fixtures), Andy French (EPIHL & Junior Fixtures), Paul Hayes (Junior Discipline), Dave Hill (U19 Statistician), Hilary Jenkins (Women's Division 1 Fixtures), Robert Laidler (EPIHL Secretary, ENIHL Chair), Linda Matthews (Recreational Section), Liz Moralee (Coaching & Officiating Administrator, Minutes), Alan Moutrey (Head of Coaching), Malcolm Preen (Statistician, Webmaster), Sally Taylor (Women's Section Secretary), Sue Tomalin (Senior Registrations, Junior Discipline), Val Wilkinson (Junior Section Secretary, Junior & 19 Registrations).

OPENING REMARKS FROM THE CHAIR

KT thanked everyone for coming, especially on a day when the England football team were playing. He was pleased that they had arrived safely. Having so many meetings over one weekend might cause some complications, but will spare many people extra trips, and therefore a lot of time and money.

A short silence was held in memory of Bill Britton, who was General Secretary for 22½ years. **KT** said that Bill Britton had worked very hard and in well organised fashion, and needed four people to take over his duties.

ROLL CALL

Present: Basingstoke: A Worship (ENIHL), L Ellis (Ladies), L Pearson (Ladies), C-A Watt, M Woolhouse (Youth, Junior); Billingham: A K Flavell (ENIHL), B McCabe (Youth, Junior); Blackburn: M Ward (ENIHL, Youth), E Williams (Ladies), S Amos (Junior); Bracknell: D Kyte (Youth); Bradford: B Brown; Bristol: M Faunt, A Parkinson (Junior); Cardiff: M Parsons (ENIHL), P Hayes (Ladies, Youth, Junior); Chelmsford: G Staples (EPIHL, Youth, Junior), M Preen (Ladies); Coventry: D Martin (Youth), M Richardson (Junior), J Heape (Youth, Junior); Flintshire: G Shaw, N Ryland (ENIHL, Ladies, Youth, Junior); Grimsby: M Hyde (Youth, Junior); Guildford: S Annetts (Youth, Junior); Haringey: J Bestic, A Andrews (ENIHL), A White, L Rosenfeld (Junior); Invicta: J Mason, K Drake (ENIHL), M Gillham (Ladies), B Parkinson (Youth, Junior); Isle of Wight: S Scovell (Junior); Kingston: P Johnson (Junior); Lee Valley: T Grant, I Grant (Junior); Milton Keynes: D Fairhurst (ENIHL), J Dennis, F Heron (Junior); Newcastle: J Pye (ENIHL, Ladies, Youth, Junior); Nottingham: M Urquhart (Youth, Junior); Oxford: L Williams (ENIHL, Ladies), R Woolsey (Youth), D Hurn (Junior); Peterborough: G Taylor (Ladies), J Kynaston, D James (Junior); Romford: A Taylor (EPIHL, Youth, Junior), L Kennard (Ladies, Youth, Junior), V Loveday (Ladies); Sheffield: L Millard (ENIHL), G Wilson (Ladies), J Bowns (Youth), J Rowbotham (Junior); Slough: P Rost (EPIHL, Ladies, Youth, Junior); Solent & Gosport: P Marshall (ENIHL), P Murray (Youth), R Richbell, A Tull (Junior); Streatham: J Koral (ENIHL, Youth, Junior), S Taylor (Ladies); Sutton in Ashfield: P Woodhouse; Swindon: S Taylor (Ladies, Youth, Junior), S Godfrey (Youth, Junior); Telford: R Mackriell

(EPIHL, Youth, Junior), R Bates (Ladies); Whitley Bay: K Hoult, G Wood (ENIHL, Ladies, Junior); Peterborough Predators: G Taylor.

Not represented: Blackpool, Cambridge University, Oxford University.

APOLOGIES

Ron Christison, John Freeman, Tony Wood, Solihull.

PROPOSAL TO ACCEPT THE MINUTES OF THE ANNUAL GENERAL MEETING 12TH JUNE 2005

The minutes of the 2005 AGM were read and approved. Proposed Billingham, seconded Grimsby.

MATTERS ARISING

None.

CHAIRMAN'S REPORT – MR K TAGGART

KT said the AGM is a review of the year, focusing on issues relevant to the EIHA as a whole. He asked all present to be civil, and to realise that the AGM is not the place to air private grievances or disputes.

He gave a presentation. He realised that not everyone recognises the Board, and there has been no photograph of them on the website since Bill Britton's death. **KT** is Chairman, EPIHL Chairman and temporarily in charge of EPIHL discipline. **TO** is Vice Chairman, Director in charge of insurance and child protection, and Press Officer. He has done particularly well in negotiating with the insurers and obtaining information from them. He is keen to issue more press releases, but needs to be sent the material. It is difficult to get positive publicity at the moment because there is now only one hockey magazine, the tabloids are interested only in bad news, and journalists trawl websites for controversy. **IJ** is Company Secretary, Director in charge of the Recreational Section, and responsible for organising appeals. There were only three long-term suspensions in 2005/6, but there are likely to be far more in coming seasons as a result of the new rules. **NM** is Financial Director, Director in charge of the Coaching Programme and liaising with university hockey, and IHUK General Secretary. There are now c. 30 university teams, but this does not impact much on other sections' ice because they mainly play on Wednesdays. The GB Universities team are planning to take part in the Universiade. **BW** is Junior Section Chairman, with responsibility for the National Teams Programme (including Conference Tournament and School of Excellence), IHUK President, and General Manager of GB U18s, U20s and Women. He has been working in hockey for 20 years. The single School of Excellence has expanded to two, and now there is also one for girls. 95% of GB Seniors have been to the School of Excellence. There has been a great deal of progress at IHUK in the year that he has been in the chair. **GH** is Women's Section Chairman, U19s Chairman, and in charge of discipline for the Women and U19s. He has introduced many changes to the Women's programme over the last year. There is currently no overall head of discipline.

The IIHF are the world governing body for ice hockey. All hockey in the UK uses their rule book. IHUK are the governing body for GB, which includes running the GB teams. Their board consists of two representatives from each partner organisation: EIHA, SIH Ltd and EIHL (they no longer recognise the NIIHF as a national governing body). There is a shortage of funding for GB activities. IHUK negotiate with the BOA and UK Sport. However at the moment the only likely source of funding for hockey is local councils. It is important to keep GB as a prominent member of the IIHF, of which they are a founder member. The EIHA has c. 8k participants, which is approximately 82% of hockey in the UK.

Within the EIHA, the Referee Programme, Coaching Programme, website and legal representation are dealt with directly by the Board. The Board are concerned with the wellbeing of all hockey in England and Wales, despite misconceptions that they are interested only in particular sections. When the EIHA first started they had 60 teams, now there are 294: EPIHL 13, ENIHL 19, U19 36, U16/U14/U12/U10 129, Women's Premier and Division 1 27, Recreational 70. The number of rinks has decreased since then, so news of the new rink at Altrincham and the temporary pad at Cardiff is very welcome. Richard Caborn has said the government are not interested in building rinks because they are too expensive. They have yet to see any business plans that indicate good prospects of recouping the maintenance costs of up to £3k per week. The remaining rinks are very spread out, which causes various problems. CD is National Child Protection and Equity Officer. This is a complex job because government requirements, especially concerning child protection, are constantly changing, however good progress is being made. There are some race issues, especially at older age groups, which need stamping out. This is one of the issues the referees are currently discussing. AM is head of the Coaching Programme. c. 3k people have qualified as coaches or managers. However there need to be more active coaches and managers, especially for the Juniors, who cannot play without adults in charge. Coaches coming in from abroad have their qualifications checked before they can coach. He is unhappy with the coaching situation in the EIHL, where many unqualified people set up as coaches. MA is Referee-in-Chief and IT Manager. The EIHA are moving towards more sophisticated IT and increased use of websites. Dissemination of information used to be a major problem. However much of the information clubs need now appears on the website. There is always a great deal happening, but it is not always publicised. Also club representatives often do not pass information on. MP is Webmaster and Senior Statistician. All gamesheets need to be sent to him. It is important that all four copies are legible.

The Junior Inter-Conference Tournament is run by a committee of **BW**, **GH**, **NM** and **VW**. The Conference Chairs are **GH** (North), Rita Mackriell (Midlands), Angie White (South East) and Andy Clarkson (South West). The tournament lasts three days and is extremely complicated to schedule. As part of the England team and School of Excellence selection process it works much better than the trials it replaced. There are always complaints that Div II players are not looked at, but the coaches are under orders to look at all of their Conference. Also when the Conference teams have been selected, the coaches are required to use all their players. GB coaches are brought in to watch the tournament.

The EIHA development process is largely in line with IIHF recommendations. There are development leagues at EPIHL, ENIHL, U19, U16, U14, U12 and U10 levels. It has been made clear to the EPIHL that if they do not want to be a league primarily concerned with development they cannot be part of the EIHA. The EIHA's elite system consists of teams from the four Conferences at U17, U15, U13 and U11 levels, and England teams at U19, U17, U16, U15, U14 and U13. They also work with IHUK over selection, assessment and monitoring for the GB U20 and U18 teams. The selection process is intended to be transparent, but people need to appreciate that this is not always easy (it is simpler for SIH Ltd, who have a smaller number of players to choose from).

The Women's development process consists of the Premier League and Div 1 North and South. There are also U16 North and South Conference and England teams. The elite senior women's programme consists of North and South Conference and England teams. GB Women consists mostly of England players. Women's leagues are needed because of safety issues, but there are no competitions that exclude women.

When considering the Chairman's Awards for Development, he has sought advice and looked particularly for clubs where seniors, juniors, and women where appropriate, work in harmony. The award for the North went to Sheffield, who have come a long way since the move to iceSheffield. The award for the South went to Guildford. Sandra Annetts said she was very honoured to accept the award. She wished to thank the many people who had made it possible. These included: head coach Fred Perlini, a major factor in the club's success at every age group and the U19s' two league and national championships; Guildford Flames

CEO Rob Hepburn, for working closely with the juniors to help home-grown U19s into professional hockey; U16 coach John Hepburn, for being a great support for professional and junior hockey; hockey coordinator Barry Russell (who regretted being unable to attend due to being at the Telford U14 Tournament), for putting a huge amount of time into the club to achieve common goals; the managers and the parents.

FINANCIAL REPORT – MR E N MORALEE

The auditors' financial report for the year ended 31 December 2005, with NM's report, had been distributed in advance (copies attached). Figures for the sections had been sent out with the reports for their annual meetings. It was agreed to accept the financial report, proposed Oxford, seconded Chelmsford. NM said an increase in registration fees might be needed if this meeting accepts any major proposals which require a large budget.

INSURANCE REPORT – MR A OLIVER

TO has spoken to the insurers this week in order to finalise the budget. He read out his updated report (copy attached). There is higher dental cover, otherwise the personal accident cover is unchanged. He enquired about increasing the minimum cover, but this would mean a high increase in premiums. People in special circumstances such as self-employment should consider taking out their own insurance.

TB said the Recreational Section have their own public liability cover, and asked if they could be included in the EIHA's public liability cover from SLE. He also asked if rec teams could use the EIHA travel insurance. TO will look into this. The travel insurance does not require a list of names of everyone in the party, but it is useful if they are provided with the number of players and the number of coaching staff. It is also helpful to provide trip organisers' contact email addresses.

COACHING REPORT – MR A MOUTREY

AM's report had been distributed in advance. Anyone who did not receive a copy can ask for one to be emailed. Two workshops have just been arranged: Game Day Management and Organisation on 22nd July at Milton Keynes, and Developing Players on 23rd July at Bracknell. They feature Jim Brithen of the Swedish Ice Hockey Association, who has coached world and Olympic champions. Clubs should inform their coaches that AM is planning a National Coaching Seminar in 2007 with top level guest speakers. Coaches attending this will retain their coaching status for the following season, as there will be no workshops in 2007. Applicants are invited for a Coach Level Three course being planned for 2008.

Kingston said there were problems at last year's workshop at their rink over a change of guest speaker. AM said this was an unfortunate misunderstanding. Solent & Gosport asked how much experience coaches need to reach in order to coach elite teams. There are no strict criteria. Coaches with quality experience and talent are selected for advertised positions with Conference teams, then they have the opportunity to go on to England and GB positions. Cardiff asked if there is any written material on the Mentor programme. AM said the programme is still in its infancy, but now Mentors are in place in all regions he will send a document out to clubs.

CHILD PROTECTION REPORT – MR C DACRES

CD had not yet arrived. KT read his report (copy attached). Anyone wanting child protection information or guidance should first ask their club child protection officer.

Bracknell asked if child protection regulations allow EPIHL teams to use U16 players. Since EPIHL teams are subject to the same child protection requirements as junior teams, there are

no problems with this. It is partly for child protection reasons that rules are more strictly enforced in the EPIHL than the EIHL.

MR K TAGGART IS RE-ELECTED AS A DIRECTOR UNOPPOSED

MR G HEMMERMAN CO-OPTED BY THE BOARD IS ELECTED AS A DIRECTOR UNOPPOSED

PROPOSAL FROM MR D HURN – MR D HURN NATIONAL PROMOTION OF ICE HOCKEY AND RECRUITMENT

David Hurn read out his proposal, which had been distributed in advance (paper attached). He said clubs need to be given more information (although they could copy ideas from other clubs, this rarely happens). People do not have time for promoting hockey, and so this needs funding. The amount needs to be discussed with the Board. **NM** said when there are more details of what the money would be spent on, he will be able to give an approximate figure. This might mean increasing registration fees.

Approval had been given for producing posters, but no one had come forward to do the artwork. Most thought it would be better to produce a DVD to interest young people in playing hockey. **GH** had emailed all clubs with a questionnaire about U10s development and best practice, but only 15 replied. He will post this on the website. **AM** said the idea is good, and there is a lot of information available which could be used. He suggested having a volunteer on expenses to be responsible for promotion, and later extending the programme if it is a success. Chelmsford said they have recently appointed a press officer, speak about hockey to young children at skating sessions, put out flyers and invite fans at senior games to watch the juniors. In this way they have been successful in recruiting U10s. Solent & Gosport said they have got a good response from targeting schools and offering free beginner sessions. Bracknell suggested first creating a focus, such as a website forum with someone from every club involved. People need to take responsibility for the programme or it will not happen. Oxford said there are two levels of recruitment: clubs have their own ideas which could be shared, and hockey generally also needs promotion. It was agreed that the campaign needs to be about hockey generally, for both sexes and all levels.

Nottingham asked about relations with the Rink Managers' Association. **KT** said they are reluctant to share information. He has found that as well as there being major differences between publicly and privately owned rinks, every rink operates in its own way. There would be no problem about talking to rink owners and sending them information. Swindon suggested that at the Conference meetings each club could present their promotional material. This would then be taken to the YMG, so they could decide on what to produce. This was approved. The same could also be done in other sections. Clubs however need to make clear what material is copyrighted to them.

It was pointed out that there is already a Director responsible for dealing with the press. The EIHA have direct contact with many papers. **TO** said dealing with the national press is discouraging at present. He spoke about a recent occasion when he was recognised by a sports journalist, and tried to interest him in some of the EIHA's successes, but all he was interested in was scandal. He attends CCPR meetings and other events which offer a chance to promote hockey.

The proposal was passed by a wide majority. Many however warned that costs need to be kept under control.

PROPOSAL FROM MR D HURN – MR D HURN

APPOINTMENT OF BOARD DIRECTORS FROM NORTH AND SOUTH JUNIOR CONFERENCES

David Hurn's proposal had been distributed in advance (copy attached). **KT** said the maximum number of Directors is nine. It is important that they have no connection with any club. He cannot see the need for special interest Directors. Because the BIHA board was made up mostly of special interest representatives, they had 17 directors fighting their own corners, which made it very difficult to get anything done. The current Board is very balanced and they work well together.

David Hurn explained that the issue came up at a South Junior meeting. It stemmed from frequent complaints about lack of communication. He said he is pleased to have been given some explanations about the EIHA structure. He is concerned that Conference Chairs are appointed by the Board, with the clubs having no say. However if any Junior Conference are unhappy with their Chair, they can have a vote of no confidence, and another Chair could be found. Attention was drawn to the numbers of clubs in each section, in each case higher than the number of clubs which would be represented by one of the new Directors. The Recreational Section have said they want a representative on the Board, because they have 70 clubs. If the Board included representatives from every section it would become large and unwieldy. Bracknell said if the South Conference had a representative on the Board, there would be direct communication between the South working group and the Board. It was explained that officers of all Conferences go to YMG meetings, where clubs' concerns are discussed and minuted. Issues they bring to the meetings are passed on to the Board by **BW** and **GH**, and the decision is passed back down to the clubs. Although Conference Chairs do not go to Board meetings, Board members attend YMG meetings and many Board decisions are made there. Clubs asked which of them would be in the North and which in the South. Rita Mackriel was unhappy that the proposal did not mention the Midlands. She said the Conference Chairs go to meetings with the purpose of representing the clubs in their Conference. If one Conference's clubs have a problem they should take it up with their Conference officers, and not assume the situation is the same in every Conference. David Hurn said the issue came from the South, so he needed to raise it.

Recently **BW** and **VW** went to a South Junior meeting. This was the first time any Board member had attended one of these meetings. **BW** said it was very productive. He said until then he had not been informed of dates of these meetings, but Angie White said he had been sent the dates. **TB** said the Juniors already have two of their committee on the Board. If it were to include even more people focused on juniors, the Recreational Section, who have no such representation, would not be happy. Already many people involved in rec hockey do not think that it should be part of the EIHA, where their section provides one quarter of the income without their interests being given corresponding priority. However they now have **IJ** to present their views without having any club bias. They have seen improvements simply by making more effort over communication. Andy Clarkson said all manner of groups could demand a representative on the Board, the Welsh for example. He suggested that efforts should be made to improve communication, and the proposal be considered again at the next AGM if the clubs deemed it necessary. **KT** said communication is improving all the time. The minutes of all section meetings will be published on the website within reasonable time of the meeting. If a club asks for an issue to go to the YMG and it does not appear in the minutes, they should speak to their Conference Chair. There is a problem throughout hockey that there is a shortage of people taking on responsibilities, and so clubs are having problems being represented at all meetings. He does not understand why there are complaints about all the Board being from the North, as he lived in Milton Keynes for a long time, and **TO** is from St Neots.

NM explained that for elections to the Board, all candidates must be voted on by all the membership, and there is no provision in the Articles of Association for a vote restricted to a group such as South Juniors. David Hurn asked if the proposal was in accordance with the Articles of Association. **IJ** said it was not, but it still needed to be voted on as a proposal submitted to the AGM. David Hurn said if it is technically incorrect it should not be voted on.

However if the problem is merely with phrasing he would not want it to be rejected at the next AGM on a technicality. **IJ** said new Board members could be co-opted, but they would need to be elected at the next AGM. The Board would need to decide whether their number was to be increased. The proposal does not make clear whether the proposed representatives were intended to take the place of existing Directors. Bracknell asked if the shareholders decide on the directorship. There are no shareholders as there is no share capital. She said all members are allowed to vote on the proposal. David Hurn said if the proposal is technically incorrect it should be withdrawn. Basingstoke suggested a vote in principle to gauge the level of support. The vote in principle was taken, with 2 votes for and a wide majority of members against. **KT** will discuss the issue with Oxford.

REFEREES REPORT – MR M ASHRAFF

MA gave a presentation (copy attached). He and MP are working on a model gamesheet for the website. Swindon asked if it will be possible for gamesheets to be submitted electronically. This is being considered, and MA would welcome proposals.

Joy Tottman's achievements are all the more remarkable because it took a long time for female officials to be accepted by clubs and players. It takes ten years for an official to progress from Level One to the Olympics.

Every official aged over 18 will have a CRB check during 2006/7. They are funding this themselves. Those who have already had a check done as a coach do not need another. They may use a check from another organisation only if the other organisation is willing to disclose the contents.

Following discussions with CD and others, it has been decided that there should be no more one-man systems. This means that unless the number of teams is reduced by at least 1%, he cannot guarantee officials for all games. Once the fixtures are published, clubs need to appreciate that any changes may have an impact on whether other games can take place. He will try to manage the situation as proactively as possible. Finding officials for games has been especially problematic in the South, where some playoffs will continue into July.

It is not good practice for adult officials to drive U18 officials to games. He would like feedback on this. Sometimes parents can take them. Another CRB-checked adult would be able to travel with the adult and U18 official, but it is still safer for adult officials not to transport U18s. Adult officials are still expected to travel together. It was suggested that parents of U18 officials transport others as well, as is done in football. This could be done. Flintshire said if the officials are having CRB checks then parents driving U18 officials could as well. They said CRB check requirements are becoming very restrictive, while doing little to counter poor practice in child protection matters. Clubs were concerned that they might now have to make three mileage payments where previously there had been only one. Flintshire suggested that clubs could pay a deposit into a central pot for paying officials. However this would mean setting up a separate company, whose turnover would be above the VAT threshold, meaning VAT on match fees. It would probably not meet the criteria for a charity.

MA is seeking advice over how to proceed when the referee is injured, if both linesmen are U18. If one team's coach takes over, the other team is likely to be dissatisfied. If the game is played as a challenge it then needs to be rescheduled. He proposed that in this situation one representative of each team should take control of the game. Alternatively it might be acceptable simply to accept the risk and continue; there have only been four games this season where the referee was injured. Bracknell spoke of one occasion when this happened. The game continued with the two U18 linesmen, and the coaches and managers agreed to take responsibility for safety. It was decided to continue with the existing rules.

Swindon asked about arrangements for adult and U18 officials getting changed. They need to follow guidelines, but it is not always easy to police. MA will have further discussions with CD over all the child protection issues discussed.

There have been more racist incidents in 2005/6 than in the rest of the last decade. He and CD are working on procedures for dealing with it. The best solution is to call the police, which

ensures the case is investigated. However it seems many people in their late teens are not afraid even of the police. There is always confusion over who heard what. There will be no penalty unless the abuse is heard. The players in question will then be isolated, and the police may be called. Some thought it should be accepted that children become heated up, and the official should take the player off the ice, talk to them and bring them back. Also there is no need to add to hockey's bad press with petty matters. MA said this is one option, but parents want to see action taken. VW said her solution is to ask the parents to deal with it. However not all players have their parents with them at games. It needs to be borne in mind that accusations can be false. The matter needs more discussion. There have also been conflicts with clubs over incidents such as a player wearing a bangle as part of his faith. The referee would not allow it to be covered up and insisted on its removal, so it had to be cut off.

The target for number of registered officials was not met, however unlike in 2005/6 the number increased. It is difficult to find ice time for courses during the season. Thanks are due to the many clubs that have made an effort to recruit officials. Level One courses will be run as priority for clubs with few officials. He will shortly email these clubs, suggesting that they try to interest third line players in officiating. Retiring EPIHL, ENIHL and rec players are being targeted to become officials. For the first time, there will be 3 Level Three and 3 Level Two courses over the summer. Young officials are keen to progress, and it is likely that before long the average age for officials will be in the early 20s. Efforts to develop supervisors are now paying off, and the supervising team has increased from three to six. He thanked the Board for funding the supervisor programme, which helps to make sure experience is not lost. The supervisors receive only travel expenses.

2006-2010 rule books are on order. They can be bought through IHUK. Before the start of 2006/7 the new rule book will be available for downloading from the EIHA website. The biggest changes are in interpretation. From next season there will be higher levels of penalties. A player whose stick makes contact with another player will be penalised. Clubs need to ensure that information on these changes is passed on to coaches and players, as it is not acceptable for people to say they did not know. To be eligible to referee games, officials need to go on a Level Two or Three course, which includes passing the rules test. The NHL have adopted IIHF-style officiating and it is generally proving a success. The IIHF have adopted some of the EIHA in-house rules, e.g. match penalty for racial abuse.

Referees will no longer check licence cards. This is because of problems such as at a recent game where a coach did not have his licence with him, and it took some time to find a replacement coach. The rink manager then insisted on running clock, and the opposing team called for the game to be replayed. Some clubs send a team away knowing they do not have the required coaching staff, expecting that the home team will find coaches because they do not want the game cancelled. It is inconvenient for referees to have to contact VW about player eligibility. The officials also consider it unfair to penalise a young player for having no card, when the error is an adult's fault. In future the managers will be expected to check the opposing team's licences, and if there is a problem sort it out between them. If they cannot agree they must consult their Conference Secretary. This will be covered in the In house Rules. Referees will continue to look at teamlists.

One of the biggest causes for complaint among officials is avoidable delays to face-off times. Since they are expected to arrive 45 minutes before face-off, they are unhappy about clubs failing to allow for resurfacing, warm-ups etc. The Board however have decided against penalising teams for specifying an incorrect face-off time.

Officials have been instructed "See it – call it", i.e. any infringement will be called. The Code of Conduct is being amended in accordance with international criteria. Violent offences have been not only too frequent but particularly vicious, including a head-butt requiring hospital treatment, and a deliberate two-handed slash to the neck. The U19s will be heavily clamped down on. In some cases the offenders might face police action.

The maximum mileage is being increased only for the ENIHL, where many officials have lost money on long journeys and some have quit as a result. 67 senior officials have asked for a review. This will be discussed at the ENIHL meeting. He will ask for feedback on WPL fees at the Women's meeting. Billingham said their overall costs have risen hugely because of

officials travelling long distances. Other clubs also spoke of the expense of officials being brought in from other areas. MA did not think that clubs would be content to see the same officials regularly, but most said they were. He will send out a spreadsheet of costs for each level. Swindon asked if clubs could be allocated local officials if they want. MA will consult the officials. Normally he tries to allocate local officials. However sometimes these are unavailable or not eligible to officiate at that level, so he then looks at other officials starting from the closest geographically. The gap between referee and linesman fees was lessened because linesmen became unwilling to provide effective backing for the referee. There is only £1 difference between the two-man and three-man systems. For a two-man system the two officials share three match fees, as they have more work to do than in a three-man system. MA pointed out that while officials have obligations to clubs, clubs have not been expected to sign service level agreements regarding ice condition, face-off times and other matters that are causing concern. People need to remember that for most of those involved, hockey is a hobby.

MA was asked about whether he is delegating responsibility for allocations. Much of the work is now being done online. Kingston said some of the last in house rule bulletin is not being enforced, for example the rule on split shorts, and such infringements were missed even during the Conference Tournament. MA said he had been unaware of this, and clubs should let him know of any such incidents. All in house rules will be enforced.

ANY OTHER COMPANY BUSINESS

KT explained that the EIHA is a company limited by guarantee. Every team has a vote at the AGM. To vote they must either attend the AGM or send a proxy, which must be done in writing. A team representative may appoint someone else in writing to attend on their behalf.

IJ will send out forms via the section chairs for each team to let her know who is in charge of it. The same person is allowed to be in charge of several teams (they need to return a form for each), and vote on behalf of all of them. While teams might not welcome the additional complications, it will avoid problems later. A club with several teams becomes liable for £50 per team if the EIHA goes into liquidation. Every proposal requiring a vote needs to be put on the agenda, and proposals not on the agenda will not be voted on. Proposals need to be voted on in the form in which they were proposed, and may not be amended at the meeting.

In future AGMs will be held at venues with good acoustics, if possible with microphones.

It was agreed to close the meeting. The meeting ended at 12.30 p.m.

Signed..... Date.....