



Minutes of the Executive Board Meeting
EHF Office, Brussels, Belgium,
8th & 9th March 2013

Present:

Marijke Fleuren (President), Carola Meyer, Jorge Alcover, Mika Rihtilä, Leonardas Caikauskas, Jean-Christophe Capelle, Simon Mason, Ludmila Pastorova, Jan Vymazal

Apologies for Absence:

Jerzy Smorawinski

In Attendance:

Angus Kirkland, EHF Director General
Jane Brennan, EHF Administration Officer

Dariusz Kurc, EHF Competitions Manager (part)
Tim Ollerenshaw, EHF Disciplinary Commissioner (part)

Reemt Borcherts, Hockey.nl (part)
Marc Perquin, Hockey.nl (part)

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**Minutes:**

The Minutes of the meeting held on 14<sup>th</sup> & 15<sup>th</sup> December in Brussels, were signed by the President as a true record.

**President's Welcome:**

The President welcomed everyone to the first meeting of 2013. She also wished to welcome Reemt Borcherts and Marc Perquin Hocey.nl who were involved in an article for the magazine about the President.

She noted that the last time the Board met was in December for our meeting and that was followed by a dinner in honour of R.David Balbirnie, past Hon General Secretary. This was also attended by member of his family. She reported that David and his family had all been in touch to thank the EHF for the lovely evening and that it had been very much appreciated.

She went on to talk about the Indoor Season which concluded in February. A lot of excellent hockey was played with Austria winning the Junior Championships for men and Poland for women. The Club Championship tournaments were won by Rot-Weiss Köln (men) and s'Hertogenbosch (women), who were the first Dutch club to win this championship. She also wished to note her congratulations to Turkey whose teams performed very well.

Having attended the tournament, Simon Mason and Carola Meyer both reported that the EuroHockey Club Champions Cup Men which took place in Lille was excellently run, support for teams was fantastic and the demonstration of Disability Hockey was very well organised and created a wonderful atmosphere.

The President wished to thank her fellow Board member who had acted as EHF Representatives at various indoor tournaments: Jorge Alcover, Carola Meyer, Simon Mason and L'udmila Pastorova.

The President went on to report that she had attended the World League Round 2 for Women which took place in Valencia, and she witnessed some excellent hockey there. Italy finished first and Spain second.

She reported that the EHF Office Bearers had met for two days in January to prepare some strategical discussions for the EB meeting and this would be reported on in more detail by the Director General during his report.

The President spoke about a meeting with Pedro Velasquez, Deputy Head of the Sport Unit of the European Union. The meeting was attended by Vice President Jorge Alcover and Director General Angus Kirkland and by her. Again this will be reported on in more detail by the Director General.

Finally the President spoke about the recent vote within the IOC which involved hockey receiving a number of votes to remove it from the Olympic programme which shocked the hockey family, particularly as London 2012 was such a success. This was discussed in further detail under the Director General's report.

The president concluded her opening words by noting that more than half the Board had celebrated a birthday since the last meeting in December, and a cake would be arranged to celebrate this tomorrow, in particular for Simon Mason and L'udmila Pastorova who recently celebrated significant birthdays!

## **Matters Arising**

None

## **Office Bearer's Update**

**Director General Angus Kirkland reported on a meeting of the EHF Office Bearers which took place in January.**

### **Governance**

Angus presented the board with an Organisational Chart outlining the structure of the EHF with regard to staff, Executive Board and Committee members.

### **Finance**

He described the new policy of internal financial reporting which was agreed and will be rolled out in the coming months. This will involve:

- Monthly year to date figures
- Transparency of budgets for committees
- Revenue targets to strengthen reserves and pay debts

### **Competitions**

He went on to discuss the connections between competitions, communications and marketing. The office will be creating new hosting agreement documents based on a 3 tiered system which will be presented to the Executive Board in June.

These documents will be targeted at the various tiers, ensuring that the required elements of the tournament are covered depending on the level. This we hope will aid National Associations when they apply to host and also during the tournament itself.

The Board suggested asking hosts for a review document on completion of the tournament which can be used to aid future hosts.

Other forms of hockey such as Beach hockey, Masters hockey, and the various forms of Disability hockey were also discussed and will be explored in the coming year.

### **Communications and Marketing**

Angus reported that EHF will have the opportunity to brand our own umpire shirts for future tournaments, beginning with the EuroHockey Championships in August, these will be branded with our partner's logos.

The President emphasised the importance of providing as much as possible to our partners.

A policy was proposed with regard to our own branding – the "EuroHockey" logo will be used for all our competitions, whilst the "EHF" logo will be used for all other events such as Development and Education seminars, courses and forums as well as our official meetings including the General Assembly. Logo's and brand guidelines to be presented to the next Board meeting for approval

#### ***Agreed***

It was proposed to form a small marketing working group to work with the Director General as and when required.

#### ***Agreed***

### **Competitions Committee - Outdoor**

#### **EHF Competitions Manger, Dariusz Kurc presented the report from the Competitions Committee – Outdoor.**

- The Committee met in Brussels on 9th February 2013.
- Tim Ollerenshaw, EHF Disciplinary Commissioner was present at the meeting February. He introduced himself to the committee and explained his role in the EHF.

#### **EuroHockey U18 Youth Championships 2013**

- The following withdrawals were noted:
  - Youth Nations II (Boys), Gasawa (POL) – Greece
  - Youth Nations II (Girls), Santander (ESP) – Switzerland
- It was also noted that Gibraltar (Girls) were added as 8<sup>th</sup> team into Youth Championship III (Girls), Zagreb (CRO).

#### **EuroHockey Championships 2013, Boom, Antwerp**

- Team Managers Meeting  
It was agreed to organize a meeting with all team managers participating in the EuroHockey Championships in Antwerp. The Competitions Manager confirmed that this would take place on 20<sup>th</sup> July, and invitations would shortly be sent to National Associations of participating teams.

- TD/Hosts Meeting  
There will also be a meeting with both TD's, EHF Competitions Manager and the hosts on the 23<sup>rd</sup> May in Antwerp.

### **EuroHockey Club Champions Cup, Women 2014**

- Due to the clash of dates with the World Cup which will take place in 2014 in the Netherlands, it was agreed that the final of the ECCC would take place immediately after Round 1 & 2 at Easter, at the same venue.
- It was proposed that there would be prize money awarded to the Winners and Runners-up in the EuroHockey Club Champions Cup for Women from 2013 onwards: €5,000 to be awarded to the winners and €2,000 to be awarded to the second placed team.

### ***Agreed***

### **EuroHockey Junior Nations Championships 2014**

- The following venues were agreed for recommendation to the Executive Board:

|                                                                |                                                               |
|----------------------------------------------------------------|---------------------------------------------------------------|
| <b>Junior Men's Championship</b><br>Belgium to host (Joint)    | <b>Junior Women's Championship</b><br>Belgium to host (Joint) |
| <b>Junior Men's Championship II</b><br>Portugal to host        | <b>Junior Women's Championship II</b><br>Turkey to host       |
| <b>Junior Men's Championship III</b><br>Czech Republic to host | <b>Junior Women's Championship III</b><br>Portugal to host    |
| <b>Junior Men's Championship IV</b><br>Croatia to host         |                                                               |

### **EuroHockey U16 Youth Championships Format**

- The committee discussed the format for the EuroHockey U16 Youth Championships during their meeting in February.

The High Performance group had recommended that the EHF change the format of its U16 Youth competition to encourage top ranked countries to participate.

However the opinion of the majority of our member associations is, that it is vital to have these kinds of competitions for this age group and a change would be a huge setback to the ambitions to develop and grow our sport.

- The Outdoor Competitions Committee recommended, after an extensive discussion, to the Executive Board that the EuroHockey U16 Youth Championship format should remain as it was in 2012 for the following reasons
  - It is huge motivation for players and parents to get them together for the first time in their career;
  - It is a motivation for our young players to play against potential future Olympic participants;
  - There is a significant difference if a competition is an official EHF competition (EuroHockey Championships), as opposed to several regional tournaments;
  - The age group is the same as that for the Youth Olympic games, so it is not too early to start at a competitive level;

- If the competition is run in a four day format as was done in 2012, and as is done with European Club competitions it is manageable from a cost and time perspective;
- If the competition is run on a low cost basis from accommodation and organization point of view, it is also quite affordable;
- Although we accept that there are often score lines with significant margins, players are still proud to be part of a European tournament.
- If the competition is run on a just regional basis, the cost are not significantly lower.

### ***Agreed***

#### **Priorities for Committee for the next period:**

- Ongoing support and advice to host venues and teams in all 2013 Clubs and Nations tournaments.

The next meeting of the Outdoor Committee will be held on 26 August 2013 in Brussels.

### **Regulations Working Group Report**

#### **Jorge Alcover presented the report from the Regulations Working Group which was submitted by Sheila Morrow:**

He firstly wished to thank the committee for the excellent work that they have been doing on behalf of EHF.

#### **Regulations for Nations & Youth Championships (Outdoors and Indoors)**

- Since the last Executive Committee Meeting, first drafts of the revised Regulations for Nations (Indoors and Outdoors) have been produced and, once agreed by RWG members, these will be circulated to the Outdoor and Indoor Competitions Committees before being submitted to the Executive Board for approval.
- The new documents include an Introduction which explains the intention of the revised regulations - to reduce the confusion for players, umpires and technical officials by ensuring that, as far as possible, the EHF and FIH Regulations are consistent and also to reduce the risk of errors when updating the various regulations following changes in the rules or when the FIH amends its regulations. However, it also stresses the need for National Associations and Team Managers to read the Regulations in conjunction with the appropriate, current FIH Tournament Regulations either for Indoors or Outdoors.
- Although the regulations for Club level competitions have not yet been drafted, they will follow the same format as that for Nations competitions which includes:
  - a basic sets of regulations for Administration, Responsibilities of Host/Participating teams, Players Regulations and Tournament Regulations which are specific to all EHF competitions e. g. Pools and Match Patterns, Match Schedules
  - Appendices which specify any Regulations which are different for seniors, juniors, youth, U18 and U16 Nations competitions or CCC, Trophy and Challenge for clubs.
- whilst every effort has been made to reduce the differences between the EHF and FIH regulations, there are still some issues to be resolved including:
  1. The RWG recommends that EHF adopts the FIH regulation concerning the composition of a team which limits the size of the squad to 16 (not 17) where a team elects not to include a second GK in their team of 18 players.
  2. the FIH currently requires individually signed Acknowledgement and Agreement Forms to be signed by all team members whereas the EHF requires the Team Manager to sign a single form on the team's behalf

3. There are also significant differences between the EHF and FIH regulations in relation to Disqualification/Refusal to Play e.g during pool matches, the EHF regulations discard the results of the team whereas the FIH records its results as a 5-0 loss

### **Regulations for Club Level Events**

- There is still no resolution to the issue regarding the differences between the FIH and EHL rules. However, at its meeting on 9 February, the Outdoor Competitions Committee agreed that the regulations for club events should also follow the FIH regulations, the exception being EHL (men) and CCC (women) events.

### **Code of Conduct**

- The EHF Code of Conduct has now been revised and is consistent with that of the FIH except that the definition of what `shall be regarded as conduct which is improper, unfair and unacceptable` includes the following 3 paragraphs which are not in the FIH Code:
  - 10.(c) Feigning injury and/or over-reacting to an alleged breach or decision;
  10. (g) Failure to comply with any directives in respect of team dress protocols for medal presentation ceremonies;
  10. (i) Any act that appears to, or is intended to, influence any participant or which may affect any decision, the outcome of any match, or the tournament result.
- It is intended to raise these differences with the FIH Competitions Manager with a view to their being adopted into the FIH Code.
- It was also agreed at the OCC meeting that the Disciplinary Commissioner look to establishing a Standing Panel to act as an Appeal Jury to those events at which there is none in attendance.
- The Commissioner also agreed to consider producing a list of penalties similar to that used by the FIH as there was a strong feeling from the committee that this would be of benefit in ensuring compliance with the regulations.

### **Timescale for Introduction**

- It is anticipated that the following timetable will be needed to complete the work:
 

|                |                                                                                                                          |
|----------------|--------------------------------------------------------------------------------------------------------------------------|
| 11 May 2013    | First draft of new Indoor Regulations considered by the Indoor Competitions Committee                                    |
| 7/8 June 2013  | Final versions of both Indoor and Outdoor Regulations and Code of Conduct submitted to the Executive Board for approval. |
| September 2013 | Outdoor Regulations become effective                                                                                     |
| January 2014   | Indoor Regulations become effective                                                                                      |

### **Recommendations**

- It is recommended that the Executive Committee:
  - 9.1 Notes the progress made by the Regulations Working Group;
  - 9.2 Approves the format of the revised Regulations;
  - 9.3 Note the timescale for completing the work of the RWG.

The President wished to note the extremely important work this committee are doing for EHF, she expressed her thanks to Sheila, Bjorn and Erhard for their excellent work.

## **EuroHockey Championships, Boom, Antwerp 2013**

Angus Kirkland, EHF Director General reported on developments regarding the organisation of the EuroHockey Championships, Boom, Antwerp

He reported that several meetings had taken place with the hosts and EHF staff, he reported that much work had been done by the Organising Committee since the last Board meeting and the response to the tickets going on sale has been very positive – with VIP sales particularly encouraging.

The Board was particularly pleased that the Organising Committee had chosen AstroTurf as the surface for the Tournament and Musco as the lighting supplier. He reported that the President and he were present for the signing of the contract with AstroTurf. The Board was also happy to hear that Infostrada would be responsible for the production of the TV for the tournament.

The President thanked the organising committee for their excellent work thus far.

## **Indoor Competitions Committee - Report**

### **Jan Vymazal presented a report from the Indoor Competitions Committee**

Jan wished to note that it was unfortunate to see the declining numbers of participating teams in the EuroHockey Junior Indoor Championships – in 2014 there was only one Women's tournament as the Championship II had to be cancelled following various withdrawals which left only 2 teams available to play in the tournament.

### **Relegation from the lowest division**

- The Committee wished to address the problem of relegation from a competition when there is no lower competition to enter, nor promoted team to replace them.
- When the following competition cycle comes around there are 1-2 relegated teams plus new entries which need to be placed into a competition.

***The Board asked that the Indoor committee consider proposals for the Executive Board when they meet in May***

### **Late withdrawals**

- As mentioned there were a number of late withdrawals for the EuroHockey Junior Championships II (Women) tournament which eventually lead to late cancellation of this tournament.
- We also had a very late withdrawal in the EuroHockey Club Challenge (Women) where one Turkish team was replaced by another with one week notice. The Indoor Competitions Committee accepted this replacement to ensure a full team tournament and out of respect to the organisers.

### **EuroHockey Indoor Junior Championships**

- EuroHockey Indoor Junior Championship tournaments were concluded.
  - 3 tournaments took place with 23 teams involved.
  - Austria won the Men's Championship and Poland won the Women's Championship.
  - All other results are available on the EHF website.
- Entry letters for the EuroHockey Indoor Junior Championships in 2015 have been issued to National Associations, with a deadline of 15<sup>th</sup> April 2013.

## **Euro Hockey Indoor Club Champions Cup, Trophy and Challenges**

- EuroHockey Indoor Club Championship tournaments were concluded.
  - 7 tournaments took place with 55 teams involved, which is a wonderful number!
  - KTHC Rot Wiess Koln (GER) won the Men's Champions Cup and 's-Hertogenbosch (NED) won the Women's Champions Cup.
  - All other results are available on the EHF website
- Entry letters for the EuroHockey Indoor Club Champions Cup in 2014 were sent to the NA's, with a deadline of 15<sup>th</sup> April 2013.

### **Priorities for Committee for the next period (please specify period):**

- Deal with any queries from participating nations and clubs accordingly.

The Board noted with disappointment that the standard in Women's Indoor hockey seems to be declining compared to previous years.

Simon Mason questioned if the width of the pitch might make a difference to the standard, and suggested that EHF may recommend a preferred pitch size when asking for Applications to Host our tournaments.

***The Board asked the committee to consider this proposal at their meeting in May.***

The next meeting of Indoor Committee will be held on 11 May 2013 in Glasgow (SCO).

## **Euro Hockey League**

### **Jorge Alcover reported on the Euro Hockey League.**

He noted that since the last EHF Executive Board meeting in December the EHL Board has met twice - once in December and again in February.

### **Sports**

- In December the Board agreed Amsterdam H&BC as the venue for the KO16 at Easter.
- In February the Board discussed the implication of the 2014 World Cup which will take place in the Netherlands and will unfortunately clash with the dates or the EHL Final weekend.
- Having examined various options, and following input from several Member Associations, it was agreed that in 2014 the KO16 and the Finals would both be played at Easter.
- A proposal to consider a Junior EHL side event was discussed but unfortunately it was agreed at this stage nothing further would be progressed.

### **Development**

During the meeting in December our new partner in EHL – Infostrada proposed a new project to develop a new media policy

In order to analyse the impact of the proposed policy the President felt it would be appropriate to call a meeting with all Clubs involved in the KO16 to discuss this matter and the implication of this new media policy.

During the meeting with the clubs in KO16 this will also be discussed. The EHL Board is confident that under the inspiring leadership of Jons Hensel they will secure new sponsors for the future in order to

continue our “product” but, the Board feels that all involved, including the Clubs, will have a role to play in this process

## **Disciplinary Commissioner’s Report**

### **Tim Ollerenshaw presented his annual report to the Executive Board**

- Tim noted that he is now in the third year of the Disciplinary Commissioner’s engagement and he last reported to the Board in December 2011.
- Since his appointment he has opened over 100 matters, nearly all of these have been investigated and suitably closed. The sport is generally under good governance. The main types of case involve discipline (cards), late withdrawals, and clothing infringements.
- New fast track procedures have been approved by EHF in 2012 to speed up the process for less serious matters.
- New policies for carry over suspensions have been approved by EHF since 2012.
- Between 22 February and 8 March 2013, it is anticipated that the reports of the Competitions Manager for the recently completed Indoor season will have been received and any outstanding disciplinary issues arising from them will have been dealt with by the time of the Board Meeting.
- The handover to new personnel in the EHF (Director General and Competitions Manager) has been achieved so that the procedures for referrals and handling of matters now work well, as does liaison with TDs etc.
- There was a very useful meeting – The Outdoor Competitions Committee – in February 2013 at which the Disciplinary Commissioner’s role was explained clearly to TDs and others for the purposes of greater awareness and the education of officials organising and running Tournaments. That useful input has suggested that similar benefits could be achieved for seminars to take place.
- The only currently outstanding issues relate to a small number of carry over suspensions and there are good dialogues between the Disciplinary Commissioner, Federations and also importantly the FIH to ensure that these outstanding matters are finalised at the first available opportunities.
- The Disciplinary Commissioner will assist with drafting of updated Competitions Regulations. Although not strictly within the ambit of his remit, he is happy to help in that regard and also in relation to Juries of Appeal and Tournaments.
- In summary, structure appears to be working well although improvements and innovations are always being embraced.

## **Development Projects Committee Report**

### **Carola Meyer reported on the Development Projects Committee**

#### **Youth Panel**

Plans are well in place for a full programme of Activities including

- Presentation to the General Assembly if necessary
- Youth Leaders workshop – August
- Youth Panel support for Balkan and Nordic Caravans
- Youth Leader resources for EHF website

#### **Hockey 4 All**

- After the success of the Demonstration Event in Lille there has been a lot of discussion on moving this issue forward.
- Following a request from the committee for some suggestions regarding what future EHF events are suitable to offer to ICEWH (International Committee for Electric Wheelchair Hockey) for demo events the Executive Board suggested that the Competitions Committee – Indoor discuss this at their meeting in May.
- The format of a G hockey event linked to the EuroHockey Championships is being progressed.
- Rolf Martens and Norman Hughes are compiling video resource from Wheelchair hockey to be posted on EHF website.

Carola wished to note her thanks to the organisers in Lille for arranging the G Hockey event.

#### **Future Grants**

- The committee will produce guidance notes for countries to use in preparing their applications. These guidance notes will be submitted to the Executive Board for approval in June.

#### **EHF Club of the Year**

- The Committee recommend to the Executive Board that Harvestehuder Tennis-und Hockey-Club eV from Germany be awarded the 2012 Club of the Year. All clubs reaching the shortlist will be written to and acknowledged.

***Agreed. It was agreed to present the award during EuroHockey Championships in Braxgata.***

- The committee asked the Executive Board for their approval to continue the programme in 2013.

***Agreed - the board proposed to have 3 categories of award which can coincide with the categories of our membership fees***

#### **EHF Get and Give:**

- The Belgian Hockey Association has donated a significant amount clothing due to change of sponsor. This has been offered to smaller Member Associations and Norman Hughes/EHF Office is arranging despatch etc
- As the pitch at Braxgata Hockey Club will be replaced in advance of the EuroHockey Championships, the old pitch has been offered to developing Member Associations.

## **Education Committee Report**

### ***L'udmila Pastorova presented reports from the Education Committee***

The Coaching and Officials Working Groups met on 8<sup>th</sup> February, and the Umpires Working Group will meet 23<sup>rd</sup> March in London.

### **Coaching**

- Webinar programme for 2013 has been finalised and agreed. A final trial will take place on 11<sup>th</sup> March to ensure quality of product.
- Top Coaches Programme letters have been issued to targeted Member Associations. The Programme is scheduled to start in June 2013.
- Coaches 4 Europe (re-named, originally proposed as Emerging Coaches Programme) letters have been issued to targeted Member Associations. Programme scheduled to start in June 2013. Breda Push and Beeston have so far agreed to partner EHF and support this project.
- EHF Level 1 Award – resources for conductors and delegates have been finalised now using resources from KNHB/South African Hockey Association and other top EHF nations
- High quality copies of top matches are needed for webinar and seminar use. Need copies from EHL KO16 and Euro Nations.

### ***Jorge Alcover to confirm with EHL Board that this is possible.***

- The Education Coaching Group would like to request the addition of 2 more members. Jose Server (Spain), Alain Geens (Belgium) and Elena Fedatova (Russia) are no longer involved for various reasons including work commitments. Dirk Dittmann (Germany) joined the group for Feb meeting.

### ***Agreed***

### **Priorities for Committee for the next period:**

- Progress and deliver webinars from June onwards
- Vet nominations for TCP and link to coach mentors
- Finalise details for HL seminar 16-22 August linked to EuroHockey Championships.
- Vet nominations for C4E and link to clubs/coach mentors
- Deliver pilot EHF Level 1 in Sofia in May
- Deliver Zonal GK workshop in Balkan Zone (for C4E coaches also)
- Finalise 3 young coaches for Balkan and Nordic Caravans
- Finalise details of Croatia CAP
- Finalise details of Russia CAP.

## Umpires

### New EHF Umpire Development Strategy 2013/14

#### 1. Tier 1: Umpire Development Project (UDP)

| <b>Group 5 (Graduated 2012)</b> | <b>Group 6</b>       | <b>Group 7 (Launch April 2013)</b>          |
|---------------------------------|----------------------|---------------------------------------------|
| <b>Jean Duncan</b>              | <b>Louise Knipe</b>  | <b>Carol Mechette &amp; Michiel Bruning</b> |
| Jakub Mejzlik                   | Claire Druijts       | Laurine Delforge                            |
| Andres Ortiz                    | Arnaud Zimmer        | Kerri Targett                               |
| Sandra Wagner                   | Oliver Tarnozci      | Michiel Otten                               |
| Xenia Ulrich                    | Karine Alves Pereira | Ymkje Van Slooten                           |
| Daniela Fischerova              | Paul Walker          | Pietro Galligani                            |
|                                 |                      | Jaroslav Suchocki                           |

#### **Group 6**

- Launch: April 2012
- Tilburg Practical Weekend: August 2012
- EuroHockey Junior Championships: August 2012,
- Mentoring Visits

#### **Events 2013**

| Event                    | Group | Dates        | Venue     |
|--------------------------|-------|--------------|-----------|
| UDP Group Launch         | 7     | April 12-14  | Vienna    |
| Practical Weekend        | 6     | April        | Vienna    |
| World League Round 3     | 6&7   | June 15-16   | Rotterdam |
| EuroHockey Championships | 6&7   | August 17-18 | Antwerp   |
| Practical Weekend        | 7     | November     | Dublin    |

#### 2. Tier 2: U4E

##### **U4E (Umpires for Europe)**

- Publicity Letter & Nomination Form to be issued week of 4<sup>th</sup> March.
- Deadline for applications is 22nd March, to enable us to consider them at the meeting of the Umpires Working Group on 23rd March.
- During this meeting, the participants will be agreed and it is hoped to start the programme in June/July 2013.

##### **Web Site & Social Media**

- It is planned to give the new EHF strategy a real push via the web site, Facebook and Twitter feeds.
- The Umpires Working Group will meet in London on 23rd March

## **Webinar Testing & Presenter Training**

Work is progressing on the following areas:

- Webinar system refinement and testing to ensure high quality delivery experience
- Development of an EHF portal for webinar delivery
- Presenter training

### **3. Tier 3 – Supporting National Growth**

Work is progressing on the following areas:

- Researching and evaluating some regional tournaments and dates that might be suitable for us to appoint a UM to, along with regional AUMs from nearby countries.
- Identifying topics for seminars to be held alongside regional tournaments, along with potential conductors.
- identifying topics for webinars and potential presenters

The President wants to stress that this tier 3 for her is key in the overall development of umpires in Europe. With everything we do, we need to have in mind the goal we want to achieve on the long period: a good representation of the European umpires in FIH tournaments.

#### **Priorities for Committee for the next period (Mar - July):**

- Successful promotion of new EHF Umpire Development Strategy on website, Facebook and Twitter in March
- Successful Education Committee – Umpires meeting in London 23 March 2013
- Deliver UDP G7 launch successfully in Vienna
- Successful launch of U4E and organise 1<sup>st</sup> U4E weekend before end July 2013.

## **Officials**

- Following the report of December 2012 the following actions has been taken:
- Concerning outcome of the TO Top Tier Seminar October 2012:  
the seminar has been held at the EHF Office in the weekend of 12<sup>th</sup>-14<sup>th</sup> October 2012 and the TD Toolbox papers has been delivered to Norman Hughes (EHF Continental Development Manager), Dariusz Kurz (EHF Competition Manager) and Siobhan Madeley (EHF Communications Manager) to be published on the EHF website
- Workshops with local judges
  - at the EuroHockey Indoor Junior Nations Championships, held in Prague in the weekend of 27/29 January 2013 Edna Rutten as TD organised and lead a workshop with local judges. All these participants will be on the list of Czech Hockey Federation to be used in future tournaments. Edna Rutten has send the list of participants to EHF Appointments Committee. EHF website made the seminar noticeable.
  - at the EuroHockey Indoor Club Trophy, held in Wettingen, in the weekend of 22/24 February 2013 Sylvie Petitjean as TD conducted a workshop on basic tablework, i.e. filling in a match report, time keeping, time-outs etc. The 2 local judges who benefitted of this workshop cannot take time off work to attend EHF tournaments, therefore they cannot be placed on the EHF Officials list. They can once in a while help out locally or nationally.
- 2013 Technical Officials Seminar – basic level
  - Eric Abudarham is responsible for the organisation of this TO seminar, to be held in Hamburg during the ECCO Women, in the weekend of 30/31 March 2013.

- Conductors will be Sheila Morrow and Ian McKay. At the moment there are 10 participants, of which 8 women.
  - Seminar room and accommodation is booked and the cooperation with the local organizers works well.
- 2013 Umpire Managers Refresher Course
  - Yolande Brada is responsible for the organisation of this UM seminar, to be held in Amsterdam during the EHL, in the weekend of 30/31 March 2013. Conductors and Participants have already been invited.
  - Seminar room and accommodation is booked and the cooperation with EHF works well.

### **Priorities for Committee for the next period (2013):**

- In 2013:
  - to start organizing an officials seminar (TO level / intermediate), to be held in the weekend of 4/5 October 2013 in Brussels. Conductors Björn Isberg and Edna Rutten. This seminar falls in the scope of the development and road map for officials.
  - -to develop a more adequate feedback form for officials
  - -to develop a plan for an education circle in the period 2014 – 2016 and to educate more conductors for the different levels
  - - to develop a plan for education and recruiting umpire managers (female in particular)  
(reference to the report of Yolande Brada of 2012 – EHF Appointments Committee)

The President wished to compliment Edna and her group because on the progression they have made

### **25<sup>th</sup> General Assembly**

The Director General, Angus Kirkland reported that arrangements for the 25<sup>th</sup> General Assembly were progressing well, with thanks to the co-operation of Jean-Christophe Capelle and the Belgian Hockey Federation.

The Board discussed a theme and format for the day, this will be further discussed among a small working group consisting of Angus Kirkland, Simon Mason, Jane Brennan, Siobhan Madeley and Norman Hughes.

The Director General will prepare the documents for the elections during the General Assembly

### **FIH Executive Board report**

#### **The President reported on the FIH Executive Board meeting.**

- She explained the new qualification procedure for the 16 team World Cup
- She noted that the issue with two hockey federations in India has still not been solved. ASOIF will form a mediation committee to discuss with the two federations.
- The Hero Hockey India League was an enormous success and it is sure to be repeated next year, with even more money involved.
- The FIH Competitions Committee proposed to update the World Ranking after each round of the World League.
- A discussion took place with regard to combining World league Round 4 and the current Champions Trophy tournament. The possibility of playing a Champions event with 10 champions was discussed. After the EB meeting of the FIH it is decided that this event will be played with 8 teams

- There has been a change of venue for World League Round 3 (men), as Germany withdrew as host of the event. Malaysia now will host this event, however as they were not in the top 8 there is now one place fewer available for qualifying teams from Round 2 events.

***In view of this, the EHF Board agreed that it is imperative to emphasise the importance of hosting contracts for our own events.***

## **Director General's Report**

**Angus Kirkland report to the Executive Board on the following items:**

### **TV update**

Belgian Hockey/Braxgata have indicated they will be signing Infostrada to do the TV production and commercial selling of the LED Boarding for the forthcoming Eurohockey Championships. Infostrada with their EHL experience are well regarded as producing excellent coverage.

### **IOC**

- The EHF Board discussed extensively the outcomes of the Executive Board meeting of the International Olympic committee (IOC) and what the European hockey Federation can do to strengthen the position of hockey in the IOC. The President informed the board it was on the FIH agenda for its next meeting. It was agreed a policy of proactively and collectively engaging IOC members between the FIH/Continental Federations and National Associations was needed.
- The President suggested the importance of Hockey 5 for the Youth Olympics, the EHF needs to consider how we can help our Member Associations prepare for Hockey 5 – perhaps helping to organise some tournaments. Coach, Thomas Tichelman will attend the Executive Board meeting in June to show a possible format.
- She then invited Leonardas Caikauskas to present a report on his first period as a member of the Lithuanian NOC to show the EB members what is going on in the Olympic arena
- Leonardas spoke about the many changes which have taken place within the NOC in his short time there, he noted that it was very unfortunate for Lithuania to have wrestling removed from the Olympic Programme as it is a sport that they are strong in. However he was optimistic regarding future financial support or hockey from the NOC.
- The President thanked him for his report and noted with pleasure the enthusiasm he had with regard to his involvement.

### **Meeting with Deputy Head of Sport Unit, European Commission**

- The Director General reported on a very positive meeting with Pedro Valasquez,, Deputy Head of Sport Unit. The President and Vice President, Jorge Alcover also attended this meeting.
- He reported that a pilot project for sports would be rolled out in the coming months, and application forms will be available shortly.
- He noted that the EHF had received an invitation to attend the Sport Commission meeting which will take place in Vilnius, Lithuania.
- In summary – Mr Velasquez informed us that some funding is now being released into sports, and the EHF hope to be able to take advantage of this in the coming months and years.

### **Correspondance:**

- A letter was received from Kelly Fairweather with regard to questions put to him about the current FIH World Ranking. His letter noted our comments.

### **Debtors**

- Angus reported that some payment of the significant debt owed to the EHF by Belarus has been received.

## **Communications Committee Report**

### **Jean-Christophe Capelle presented a report from the Communications Committee**

#### **Projects Results:**

- Daniel Gass, leading Project Results with Siobhan Madeley attended EuroHockey Indoor Junior Championships in Vienna and Prague to test the system. It was successfully used in Lille during the EuroHockey Indoor Club Champions Cup and it will be used for the EuroHockey Club Champions Cup (Women) at Easter
- EHF Staff will be trained during April so that we can support all 11 events at Whitsun.
- The President and Jean Christophe wished to congratulate and thank Daniel Gass on his work on this project which was great success for committee and the EHF

#### **EuroHockey Photographer of the Year:**

- Competition has not been launched due to lack of time during Jan and Feb of members of the Group. It will be launched at Easter.

#### **Website:**

- Tender document has been sent to four companies, Siobhan Madeley will answer queries during the week of 11-15 March. Tenders are due at the end of April.
- Proposal to have a company selected and a design look launched at the General Assembly in Brussels (August 2013).

#### **Indoor Media Review:**

Siobhan Madeley attended the following events as EHF Media Officer:

- EuroHockey Indoor Junior Championships – Men – Vienna
- EuroHockey Indoor Junior Championships – Women – Prague
- EuroHockey Indoor Club Cup – Men – Lille

#### **Website:**

Total indoor period:

- Visits - 56,295
- Views – 217, 141
- Unique Visitors – 23,214

**Facebook:**

- Average people reached per week – 5,000
- Indoor Championships – 15,800
- Indoor Championships -13, 500
- Reach (friends of friends) – 2.494 million
- Likes – 6,225 (5,784 in December)

**Twitter:**

- Tweets - 4864 (December 3329)
- Followers – 2454 (December 2064)
- Live commentary from all of the above Tournaments along with results and news from others

**Hall of Fame:**

- The Communications Committee requested that the Board approved their 3 proposed names as the first inductees.

***Approved***

- After Executive Board approval, the Communications Committee and the EHF office will privately engage with these players (via their National Association Presidents) in order to procure signed sticks and to organize their attendance at the EuroHockey Championships 2013 (EHC). Please note that for future inductions to the Hall of Fame, a selection panel will be in place, so EB approval will not be needed, (the EB will be informed before any announcement is made) in order to preserve the ideas of transparency and fairness.

## Timeline:

- **TBC** (in conjunction EHC announcement) - EHF announces the creation of a Hall of Fame, to which new members will be inducted every 2 years. EHF also unveils at this date the official branding for the Hall of Fame, mentioning that the inductees will be announced during the EHC in August.
- **4<sup>th</sup> May** – Communications Committee Meeting: at this meeting the CC will finalize and approve all photos, videos, and material needed for the Hall of Fame (see below)
- **18<sup>th</sup> May** (Whitsun Weekend) – Second wave of Hall of Fame information to be published on EHF website. This comprises
  - Criteria
  - Panel (for the next induction)
  - Prizes and awards given to inductees
  - Digital aspect of Hall of Fame
  - Itinerant visual/physical gallery
- **23<sup>rd</sup> – 24<sup>th</sup> August** (EuroHockey Championships) – The male inductees will be presented on the Friday 23<sup>rd</sup> and the female inductee will be presented on the Saturday 24<sup>th</sup>. After the last game on the 24<sup>th</sup>, a drinks reception will be held to which Hall of Famers and press will be invited.
- The Communications Committee hopes to provide the inductees with their flights, VIP tournament accreditation ( x2) and hotel accommodation for two nights. (23<sup>rd</sup>/24<sup>th</sup>)

## Hall of Fame project members:

Simon Mason, Delphine Benoit-Mayoux, Yamilla Conill and Siobhan Madeley

### **Guidelines for organisers:**

- The guidelines have been updated from a communications point of view by Siobhan Madeley and Angus Kirkland.

### **EuroHockey Championships:**

- We are supporting the organisers with their website and press releases. Siobhan Madeley and Jean Christophe Capelle will meet with PR contacts to progress details of PR campaign and Media Centre at the tournament

### **Priorities for Committee for the next period (H1 2013):**

- **Project Results:** training EHF Staff to use the system at Whitsun.
- **Website:** select company and have a design look at GA
- **Eurohockey Photographer:** launch in April.
- **Hall of Fame:** announcement of the creation on March 29<sup>th</sup>.
- **Sports Presentation:** Sabina Zampetti and Siobhan Madeley to progress this project during 2013.

### **The next meeting will take place on 4<sup>th</sup> May.**

The President thanked the committee for their excellent work.

### **Appointments Committee**

**A report was received in advance from the Appointments Committee and the Board noted the following items:**

#### **Indoor season 2013**

- Since January all members of the committee have been very busy to replace a large number of withdrawals in all categories: umpires (approx. 20 m/f), judges (2), tournament directors (4) and umpires manager (1)
- The Board noted some of the difficulties encountered by the committee the two weeks before the indoor tournaments of the weekend 22-24 February 2013, with late withdrawals from the following tournaments:
  - Indoor Club Cup (W) Vienna
  - Indoor Club Trophy (W) Wettingen
  - Indoor Club Challenge (W) Lisbon
- Indoor Club Challenge (W) Lisbon
  - The TD withdrew due to illness and we were able to find a replacement thanks to the hard work of the committee and the EHF office, and the great spirit of our officials.
- Indoor Club Trophy (W) Vienna
  - A national umpire withdrew at the last minute as well, and we were unable to find a replacement, so the tournament took place one umpire short.

The President and the Board wished to record their thanks to Sylvie Petitjean for dealing with late the withdrawals at this tournament so well.

- Indoor Club Cup (W) Vienna
  - The Committee made three different appointments for Belarus. The first was rejected after 82 days, after 3 automated emails and a personalized email urging the umpire to reply.

- The second appointment was made and accepted on the 21<sup>st</sup> of November 2012, a few days after the first one was rejected.
- This umpire withdrew on the 15<sup>th</sup> February 2013, just one week before the tournament.
- The EHF Office received an email from the Belarus Hockey Federation, informing them that the umpire had withdrawn due to illness. At the same time the umpire withdrew from AWS and listed her reason as 'traveling with her job'.
- A third attempt was made at an appointment, but it was rejected as the umpire is playing in the tournament in question.
- The Committee feels that it is exactly this kind of behavior that disrespects and delays its activities. Of course illness and unexpected events are bound to happen, but in this case the National Association made absolutely no effort to inform us nor to collaborate with us.
- The AC would like to underscore **the importance of the AWS system** and how it is essential that EVERYONE uses it and understands its purpose.

The President noted this with concern and it was agreed that it is important to take action in these cases – suggesting that the Director General send a letter to note our concern.

Mika Rihtila wished to apologise on behalf of Finland for the delayed withdrawal of the Finnish umpire but he wished to record his thanks to the Appointments Committee for handling the situation so well.

### **Outdoor season 2013**

- All appointments have been made in September 2012 and the first withdrawals already occurred and have been taken care of by the committee.

### **Education Committee**

- On behalf of the Appointments Committee, Sylvie Petitjean (officials) and Yolande Brada (umpires managers) are members of the Education Committee. Early February the meeting of the EC took place, in which the definite decision was taken regarding the workshops to be organised later this year.
  - UM Refresher Course: Easter weekend (Saturday 30 March) in Amsterdam
  - Judges Course: Easter weekend in Hamburg
  - TO/TD Course: October

### **Career path Umpires Managers**

- In September 2012 and January/February 2013 the AC organised a 360 degrees feedback regarding the Umpires Managers which will be used for education purposes.
- In February 2013 the FIH announced the introduction of a new Umpires Managers Marking System, which is a career based system. It is already effective as of date of announcement. Due to this introduction a few of the European Umpires Managers who have not been appointed for the last 4 years, have been 'deleted' of the FIH list. These umpires managers have received an official FIH letter.

### **Career path Officials**

- The AC will organise a 360 degrees feedback re the Officials in 2013. A report will be produced later this year.

The President wished to record her thanks to the Committee for their excellent work.

## **Hon Treasurer's Report**

### **Mika Rihitila presented his report as Hon Treasurer**

#### **2012 Accounts**

- Mika presented the completed accounts for 2012. He reported on a visit to EHF accountant Accofisk on 22<sup>nd</sup> February to close 2012 accounts at which point the Financial year 2012 actuals were received and analysed

#### **Financial Procedures**

- He also presented an outline on the new Financial Procedure which will be finalised at the Finance Committee meeting prior to the next Board meeting and brought to the Board for approval.

#### **Investment Loan**

- Having researched various options, the Hon Treasurer reported that the cost of premature payment of our Investment loan is high, and as the loan gives EHF Financial flexibility, he proposed not to make any premature payment but to re-evaluate the status again in 2014 after co-operation agreement updated and following years income is secured.

#### ***Agreed***

#### **2013 actuals**

- Mika also presented a summary of 2013 accounts to date, noting that 50% of the FIH grant was received on 15th February.

#### **Structural Change – EHF Office**

- The President proposed to the Board that a structural change be made to the EHF Office in Brussels which would create a studio apartment to be available to be used by staff, board members and visitors .

#### ***Approved***

The President thanked Mika Rihitla for his report and hard work on the EHF accounts which he is managing very well.

## **Any Other business**

Leonardas Caikauskas requested that more information be made available on Beach Hockey

The President thanked Reemt Borcherts and Marc Perquin from Hockey.nl for their attendance.

She then thanked the board for all contribution and noted that she looks forward to seeing during EHL and other tournaments between now and the next Executive Board meeting in Rome in June. She then closed the meeting.