



Minutes of the Executive Board Meeting

Held in EHF Office, Brussels, Belgium

25th and 26th September 2009

Present:

Martin Gotheridge, President, Jorge Alcover, Marijke Fleuren, R. David Balbirnie, Leonardas Caikauskas, Jean-Christophe Capelle, Sergey Chechenkov, Carola Meyer, Ludmila Pastorova, Jerzy Smorawinski, Jan Vymazal

Apologies for Absence:

Sergio Melai

In Attendance:

Jane Brennan, Administration Officer

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### **Minutes:**

The Minutes of the meeting held on 20<sup>th</sup> August, Amsterdam, The Netherlands, was signed by the President as a true record.

### **President's Welcome:**

The president welcomed the new Executive Board to its first meeting.

He congratulated all those who had been elected and re-elected during the General Assembly in Amsterdam and reported that he had already begun working with the newly elected Vice-Presidents.

He also wished to congratulate R.David Balbirnie on his re-election as Hon. General Secretary.

He then went on to personally congratulate Jerzy Smorawinski, Jean-Christoph Cappelle, Sergey Chechenkov and Ludmilla Pastorova on their election and Jan Vymazal on his re-election.

He noted that it was important for new members to get to know how the Executive Board works over the next 2 years.

He emphasised that traditionally the Executive Board of the EHF has always worked together and tried to be as transparent as possible, and although each Board member is free to express their opinion, the Board has always accepted collective responsibility for decisions made and actions taken as an Executive Board.

He also explained that there is a bulletin published on the EHF website after each meeting with the main points and decisions, however he asked for the Board to respect the confidentiality of what is

discussed during Executive Board meetings, and of certain documents which are distributed to Board members.

The President also emphasised that each Board Member has been elected in a personal capacity and they are not there to represent their own Member Associations – there are a total of 43 Member Associations, and he was pleased to observe that there is a diverse representation of nationalities but that the Executive Board exists for the best interests of European Hockey and not only our individual National Associations.

He also extended his thanks to Claire Peeters-Monseu, Hans-Peter Hansen and Alistair Gray, outgoing members, for their contribution to European Hockey during their time on the Executive Board.

The President went on to congratulate the KNHB for the wonderful tournament they hosted in the EuroHockey Nations Championships, Men and Women. He congratulated England (Men) and the Netherlands (Women) on becoming European Champions.

## **Nations Committee Report**

Marijke Fleuren referred to the Nations Committee Report

### **Youth Nations (U18) 2009**

All six tournaments took place successfully in July at venues in Nivelles (BEL), Vienna (AUT), Prague (CZE), Madrid (ESP) and Lousada (POR) and included 22 Boys teams and 18 Girls teams. The Championship winners were BEL (Boys) and NED (Girls).

A total of 4 teams withdrew from the Boys tournaments and 4 from the Girls tournaments, resulting in the Girls Challenge only having 3 teams.

Marijke reported that the FIH confirmed earlier this year that the U18 Championships (Boys and Girls) would act as the qualifying tournaments for the first Youth Olympic Games in 2010.

The Hon General Secretary reported on a Red Card incident involving a Croatian player at the Youth Nations Trophy (Boys) in Vienna. He reported that the Croatian Federation had confirmed that the player has been suspended for 1 year with a further suspended penalty for 5 years.

### **Nations 2009**

All seven tournaments took place successfully in July and August at venues in Amsterdam (NED), Wrexham (WAL), Zagreb (CRO), Bratislava (SVK), Rome (ITA) and Olten (SUI) and included 27 men's teams and 21 women's teams.

A total of 5 men's and 3 women's teams withdrew. GEO competed in the Nations Challenge (W) in Olten, which was only the second tournament they have managed to attend this year.

Marijke Fleuren wished to note that the Nations Committee were delighted that Georgia could compete in this event and looked forward to them taking part in future EHF tournaments.

### **Nations Championships, Amsterdam**

The Hon General Secretary reported on the various comments that he had received after the event in Amsterdam.

A full discussion took place and the Competitions and Marketing Committees were asked to consider all the various points.

It was also noted that review meetings are scheduled with the organisers of the Championships and Trophy tournaments and that a briefing meeting is also scheduled with the DHB for 2011. Draft Contracts for 2011 are currently being prepared and will be available to sign at the December Board meeting.

TD Reports from all tournaments, together with withdrawals will be considered by Nations Committee at their next meeting.

FIH had confirmed the qualifying teams and ranking positions for the World Cup Qualifiers due to take place in November 2009. Due to the withdrawal of Egypt, Europe has gained one additional ranking position (ITA) to that originally expected.

Celtic Cup, Alps Cup and Pannonia Cup tournaments all took place successfully.

### **Youth Nations (U16) 2010**

Marijke reported that an updated Bulletin has been issued following the confirmation of Predanovci (SLO) as hosts for U16 Boy's Trophy B tournament. Details have also been sent to all participating teams.

An additional entry was received from GIB in the Boys Trophy, and ARM informed that they wished to withdraw from the Girls Trophy.

Marijke informed new members of the problem we have with withdrawals. She explained that although EHF tries to avoid this, withdrawals are usually a result of financial problems.

All host nations have been written to with further details and draft match schedules.

Marijke reported that it is a problem that England, France and Germany will not be participating as she felt this will have a knock-on effect for other withdrawals.

### **Junior Nations 2010**

All host nations written to with further details and draft match schedules except Men's Challenge.

### **Nations 2011**

Arrangements are ongoing with DHB regarding the hosting of Nations Championships in 2011.

Entry Forms and Applications to Host have been circulated to all National Associations and are due for return by 31 October 2009.

### **Youth Nations (U18) 2011**

Entry Forms and Applications to Host have been circulated to all National Associations and are due for return by 31 October 2009.

R.David Balbirnie asked the Nations Committee to consider the possibility of hosts automatically qualifying.

## **Clubs Committee**

Martin Gotheridge referred to the Clubs Committee report received from Wiert Doyer/Steve Catton.

Following the meeting of Club Competitions Committee on 5 September 2009, the following disciplinary action is recommended to Executive Board for approval:

#### **1. Withdrawals**

The following penalties are recommended for late withdrawals from 2010 Club tournaments:

| <b>Tournament</b>      | <b>Club</b>       | <b>Notice</b> | <b>Penalty</b>      |
|------------------------|-------------------|---------------|---------------------|
| Club Challenge II (M)  | HK Marathon (CRO) | 107 days      | €250                |
| Club Challenge III (M) | Tempu (FIN)       | 70 days       | €250                |
| Club Challenge IV (M)  | Akkord HC (AZE)   | 17 days       | €750 and 1 year ban |

***Agreed***

### **KPH Rača (SVK)**

KPH Rača (SVK) competed in the Club Challenge III (Men) tournament held in Bratislava (SVK), 28-31 May 2009. They finished in joint first place with HC NSA (BUL), and both teams were promoted to Challenge II in 2010.

### **Eligibility of Players**

During the final stages of the tournament, representatives from HC Ymittos (GRE) reported to the TD that they believed some of the KPH Rača players were ineligible having played during the season for Slavia Hradec Kralove in the Czech Hockey League. At the time, it was not possible to verify this, and the matter was therefore included in the TD Report for further investigation by EHF. In the following days, an official complaint was received from the Greek Hockey Federation regarding this issue and was subsequently investigated by the EHF Competitions Manager.

### **Findings**

It appears that 7 players who played for KPH Rača (SVK) in the Club Challenge III (Men) did also play for Slavia Hradec Kralove (CZE) during the same season. This fact has been confirmed by the Slovak Hockey Association, Czech Hockey Federation, and details appear on the website of Slavia HK. This is clear contravention of the EHF Club Regulations (paragraph C1) regarding playing for other clubs during the same season.

### **Outcome and Recommendations**

Clubs Committee considered the detailed evidence regarding this matter. They disqualified KPH Rača from Club Challenge III (M) 2009 with immediate effect and adjusted the final ranking positions accordingly.

In addition, Clubs Committee recommends the following additional action:

1. That KPH Rača is banned from all EHF Outdoor Club (M) competition for 2 years.
2. That the 7 players in question be banned from all EHF Outdoor Club (M) competition for 2 years.
3. That the KPH Rača Team Manager be banned from all EHF Outdoor Club (M) competition for 2 years.

The Board felt that 1 year would be sufficient for all 3 suspensions.

### ***Agreed***

4. That Slovak Hockey Association be fined €5000 for submitting a team list containing ineligible players.

The Board felt that this fine was too high for a small association, and proposed a more realistic fine of €500.

### ***Agreed***

5. That Slovak Hockey Association not be allowed to enter a second club team (M) in EHF Club tournaments in 2010.

Marijke Fleuren noted that with only one team playing, Slovakia are already losing out by only having one team in the competition.

It was agreed not to impose this penalty on a second team.

Carola Meyer noted that it is unfortunate that we ban players for playing hockey because they don't have enough hockey in their own country and asked if we can we look into an amendment in our regulations for these types of problems.

Marijke Fleuren suggested the possibility of making a difference in regulations between top tournaments and lower tournaments.

It was agreed to ask the Competitions Committee (Outdoor) to research possible modifications to regulations regarding eligibility of players.

Marijke Fleuren noted that she felt the Competitions Committee should not spend so much time on fines and penalties etc.

After a full discussion it was agreed that the EHF would review the Discipline procedure for all EHF events. A paper would be presented to the EB in due course when research has been completed on other European Sports Federations.

Martin Gotheridge reported that the Clubs Committee had requested that the Executive Board consider re-introducing grants to host clubs in lower Challenge divisions in order to make hosting tournaments more attractive/financially viable, and to increase the Club entry fee to generate the additional income to pay for this.

The Finance Committee to consider this suggestion.

### **Club Champions Cup (Women)**

The Clubs Committee had welcomed the Executive Board's decision to introduce a new format competition for Women's Clubs in Europe.

A total of 46 women's club teams have entered the new Champions Cup.

A Bulletin was to be issued with full details to all clubs and published on EHF website on 7 September.

### **Club Championships (Men)**

A total of 43 men's club teams have entered the Club Championship (plus a further 24 in EHL).

A Bulletin was to be issued with full details to all clubs and published on EHF website on 9 September.

### **Regulations**

With the introduction of the new Women's Club competition, existing club regulations (for Men and Women Trophy and Challenges) have been updated and published on EHF website. Regulations for the new Women's Champions Cup are currently in draft stage and will be finalised soon.

### **Possible date changes**

The Committee considered the best dates for Cup, Trophy and Challenge tournaments

### **U18 Club Championships**

Jorge Alcover reported that RC Polo de Barcelona had only received responses from certain nations and that Juan Angel Calzado was disappointed with the response but accepted that some changes may need to be made.

Martin Gotheridge proposed to write to Juan Angel Calzado to inform him that though we are disappointed with the response we accept that their isn't sufficient enthusiasim go ahead with the tournament at the moment but we appreciate the effort and initiative of RC Polo de Barcelona.

### ***Agreed***

#### **Vets Club Championships**

The first EuroHockey Veterans Club Tournament was held at KHC Leuven, 29 May/1 June 2009.

The Committee agreed that the next tournament would be hosted and organised by MHC Voordaan in Utrecht (NED) in May 2010.

## **Euro Hockey League**

### **Organisation**

There remained difficulties in obtaining hosts for Round 1 events, however the venues for Round 1 tournaments are now confirmed as RC de Polo, Barcelona (ESP) on 9-11 October 2009 and St Germain HC, Paris (FRA) on 23-25 October 2009.

The match schedule for Round 1 tournaments was agreed and published on 12 August.

Officials appointments were published on 13 August and all those appointed had confirmed their attendance by 14 September. Officials travel arrangements have been made by EHL Travel Desk (operated by ATP) against a fixed agreed budget.

Following confirmation from Pro Sport regarding the revised relationship with ATP, new Guidelines on Travel and Accommodation for Clubs were written and circulated to all clubs. Clubs will now receive a fixed payment based on the straight line distance between departure and arrival airports. Clubs are responsible for booking their own travel and accommodation, and may use the services of any travel agent, including the EHL Travel Desk (operated by ATP). Clubs may use flights and hotels of their choice, subject to certain criteria. Clubs were advised of the amount of their contribution on 13 August and payments will be made direct from EHL (Pro Sport) on receipt of an invoice.

Local travel arrangements at each venue will be made by EHL in 2009/10.

The KO16 will be held in Netherlands and EHL will select the venue once Round 1 is complete and the Dutch qualifying teams are known. All three Dutch teams have offered to host KO16.

### **Regulations and Guidelines**

The revised EHL Regulations 2009/10 have been published on EHF and EHL websites and circulated to all clubs.

A guidance letter has been sent to the appointed Tournament Directors reminding them of their responsibility as TD to ensure that the regulations are followed correctly and advising them that they now have enhanced authority to prevent players entering the pitch if they infringe playing kit and other regulations.

Following approval of the new EHL Format Variations, revised Guidance Notes have been published and circulated to clubs and officials.

Revised versions of the EHL Clubs Manual and Host Clubs Guidelines have been issued to all clubs by EHL.

### **Meetings**

The President and the General Secretary have had several meetings with Bert Spaak of Pro Sport over the last few months concerning future plans for EHL in 2010 and beyond.

The Appeal Hearing to consider the disciplinary action taken against Waterloo Ducks was held in Amsterdam on 29 August, the verdict of which has been published on the website.

For the benefit of the new members R.David Balbirnie explained the structure of EHL and the EHF's relationship with ProSport.

R.David Balbirnie went on to report that certain comments were received on the possibility of running an additional tournament after Round 1.

Those knocked out in R1 will have only played 2 European matches, whereas in previous competitions they played 4 matches.

The Board were asked if we should consider running another tournament for the 8 teams who are knocked out in Round 1.

This would not be linked directly to EHL.

It was proposed to write to all 24 EHL teams to gauge the level of interest.

***Agreed***

## **Development Committee**

The Board received the following report from the Development Committee which was sent by Gerry Ralph in advance of the meeting.

### **Report on activities since the last Executive Board Meeting**

Norman Hughes made a presentation at the EHF General Assembly in Amsterdam and he reported on the EHF Survey results, Summer Camps, Youth Festivals, Youth Competitions and Club Awards.

A Balkan Forum took place in August and a Mediterranean Forum took place in September

The Development Committee are assisting in the Preparation of the FIH Operational Plan (FIH3)

They are also continuing to look at opportunities to assist in the Development of Facilities

## **Coaches Committee**

The Board received the following report from the Development Committee which was sent by Anne Ellis in advance of the meeting.

### **Report on activities since the last Executive Board Meeting**

The EHF DVD "EuroHockey Coaching Clips 2009" was successfully produced and launched at the General Assembly. A copy was given to each Member Association present.

The Coaches Committee wished to thank Welsh Hockey and Malcolm Wood together with England Hockey and Maggie Souyave for their help in the production of the DVD.

It was noted that Belgium was one of the winners for the Trix with Sticks FIH Youth project.

## **Umpires Committee**

A UDP Seminar for all groups took place over the first weekend of the European Nations Championships in Amsterdam. 28 of the 31 participants attended.

The two Turkish participants were unable to attend and sent their apologies in advance. Andrey Isaev from Russia did not attend the seminar

He also did not attend the first seminar in Vienna, therefore the Umpires Committee proposed removing him from the programme.

It was noted by the Board that he is Umpiring at various tournaments for EHF and the board asked Sergey Chechenkov to speak with Andrey and confirm his availability for the rest of the programme and report to Jorge before the Umpires Committee next week.

The Seminar, with theoretical presentations, and practical analysis of matches proved to be very helpful for the UDP participants.

The chairman of the FIH UC was also invited to attend, and had the opportunity to explain the goals and next strategic steps in the FIH Umpiring Committee.

Jorge reported that thanks for the support and working organizations were extended to Jan Albers President of the KNHB and Edna Rutten and Phillip Schellekens.

Due to the budget restrictions, the Umpires Committee feels that the fourth group (2010-2012), could be formed by 8 persons (preferably female) instead of 12. Informal discussions have taken place with the UC members regarding this matter.

A closing seminar and presentation of Certificates to the participants from UDP 2007-2009 is scheduled to take place in Paris over the weekend of EHL Round 1.2, at which several UDP participants are also officiating. Each umpire will be presented with an EHF watch.

Jorge went on to report on the progress of the various UDP umpires and how their umpiring grades are improving over the course of the programme.

He also wished to note that there have been many other young umpires who are achieving Grade 1 status over Europe who are not involved in UDP.

Jorge also reported that an Umpire Development seminar is scheduled to take place in Serbia in December.

The next meeting of the Umpires Development Committee will take place on the the 3<sup>rd</sup> October in Brussels

## **Appointments Committee**

Carola Meyer gave a brief explanation to the new Board members with regard to the activities of the Appointments Committee, she then referred to the Appointments Committee report.

At their meeting on 25<sup>th</sup> July, the Appointments Committee reviewed reports from 2009 Indoor tournaments and made the appointments for 2009 EHL Round 1 and 2010 Indoor tournaments. Carola pointed out that this was the first set of appointments made using the new procedure for umpire appointments.

Revised Guidelines for Appointment of National Umpires were also approved and issued to all National Associations.

### **Outdoor Appointments 2009**

Carola reported that almost all EHF outdoor appointments were completed successfully at clubs and nations tournaments during 2009. One official had their appointment withdrawn for not responding to AWS, one official failed to attend their tournament and one umpire was suspended on the day of arrival. These matters will be considered at the next meeting of Appointments Committee.

### **Indoor Appointments 2010**

All EHF Indoor appointments for 2010 were published on AWS earlier in September following approval from FIH (Nations only). It is expected that some existing appointments will be affected by the selection of umpires to World Cup Qualifiers (W) once these are known. In addition, BUL, FIN and TUR were advised that EHF would make umpire appointments on their behalf as they had failed to submit a nomination list. The cost of these appointments would be the responsibility of the defaulting NA.

The Executive Board asked who will initially cover the cost of umpires who are sent on behalf of countries who cannot provide their own umpire.

A suggestion was also put forward to use UDP umpires for these appointments.

Carola confirmed that she will confirm the situation for the Indoor tournaments with the Competitions Manager, and that this will be discussed for Outdoor appointments at the next meeting

### **TD and UM Reports**

Most TD and UM Reports, plus Umpire and Officials feedback reports have now been received from outdoor tournaments and circulated as necessary. Any outstanding reports are currently being chased up. A CD of all reports will be sent to members of Appointments Committee once all reports are received.

### **AWS**

Further modifications have been made to AWS in order to deal with the new method of umpire nomination in place from January 2010. Additional information on venues (venue address and name of nearest airport) will also be added from January 2010.

Carola demonstrated how AWS works for the benefit of the new members.

### **Officials Kit**

Appointments Committee received many good comments from officials regarding the new brand of officials uniform. The Appointments Committee are aware that many officials would be pleased to purchase kit if this were available and they would like the Marketing Committee to consider this again in order to identify a company willing to stock and supply this kit at their risk.

### **TD Seminars/Workshops**

Carola reported that the TD Seminar planned for Amsterdam in August 2009 was cancelled due to a generally poor response from NAs. The Appointments Committee will consider an alternative format and process for a future event

Officials workshops were successfully held in Zagreb and Nivelles. The standardised presentation for Workshops was revised and Appointments Committee will seek an additional feedback report from TDs who deliver Workshops.

### **TD Responsibilities at Tournaments**

Following a request from Executive Board, the Appointments Committee considered ways of ensuring that TDs exercise their full responsibilities at tournaments (particularly at EHL). A letter was sent to EHL Round 1 TDs in August 2009. An amended letter will be circulated to all TDs at 2010 indoor tournaments shortly. At the same time, EHL regulations were amended by EHL in order to give the TD more authority with regard to enforcing playing kit regulations.

### **Assessment of TDs Performance**

The Appointments Committee discussed the need to receive feedback on TD performance at tournaments and it was agreed that consideration would be given to this in time for the next meeting.

The Hon General Secretary presented a paper placing all EHF events in various categories for the Appointments Committee to use as a guideline for Appointments.

### ***Approved***

### **Marketing Committee**

The Board received the following report from the Marketing Committee which was sent by Siobhan Madeley and Alistair Gray in advance of the meeting.

The report was noted.

With regard to prize giving protocol Marijke Fleuren asked if this could be discussed again by the Executive Board.

R.David Balbirnie confirmed that this will be reported on at the Board Meeting in December by the Marketing Committee Chair and Secretary.

The President expressed confidence that the new chairman of Marketing will bring some new ideas.

## **Treasurer's Report**

In absence of the treasurer, R.David Balbirnie presented his report.

Accounts for the period to the 31<sup>st</sup> August together with the outlook for 2009 were discussed in full.

It was noted that the FIH have now introduced a new payment system for the A & B grants and that all monies would be transferred to EHF for distribution.

## **Hon. General Secretary's Report.**

R.David Balbirnie reported that there have been elections in Turkish Hockey and the new president is: Sadik Karakan who is recognised by the Turkish Olympic Committee.

A letter had been received from Claire Peeters Monseu, thanking the Executive Board for the gift she was presented with at the General Assembly, and also for the wonderful times she has had throughout her many years with the EHF.

An email was received from the Georgian Hockey Federation wishing the President and new Vice Presidents good luck.

It was noted that Richard Leman has been re-elected as President of Great Britain Hockey.

A letter was received from the President of Atletico Terrasa wishing the President good luck and congratulations.

## **Musco Lights:**

With regard to the lights which are currently in Hungary, it was noted that discussions are currently taking place with the Dansk Hockey union.

It was reported that EHF are currently in discussions with Musco about partnership renewal.

## **Outstanding awards:**

Martin Colomer will be presented with his Diploma of Merit during EHL Round 1.1 in Barcelona.

The Diploma of Merit for Barbel Aichinger will be presented at the Indoor Nations Championship in Duisburg

The Diploma of Merit for Jitka Riova will be presented at the Indoor Club Tournament due to take place in Prague.

## **Indoor 2010:**

Contracts were signed by Martin Gotheridge and R.David Balbirnie for the Indoor Nations Championships, Women and will now be passed to DHB for signing.

## **FIH and EHF Strategic Planning**

The Hon. General Secretary met with Christoph Troendle and discussed the EHF Strategic Plan. It was noted that EHF will produce their plan as soon as FIH's plan is completed. FIH have agreed to this process.

## **Indoor Committee Report**

Jan Vymazal referred to the Indoor Committee Report,

### **Indoor Nations 2010**

The venue for Indoor Nations Championships (W) has now been confirmed as Duisberg (GER) and all participating teams have been advised of the change in venues.

Following their recent problems, a letter has been sent to TUR seeking confirmation that they will still to host the Indoor Nations Challenge I in Mersin (TUR). We have received a response confirming it will take place but TUR would like to change the venue to Alanya. They have been sent a new application to host form for completion.

### **Indoor Club 2010**

A request had been received from DHB, on behalf of Rot-Weiss Köln, asking that the dates of the Indoor Club Cup be moved since the date of the World Cup (Men) has been changed by one week by FIH and this impacts many players from several participating teams in this event. DHB have asked that the tournament be moved to from 19-21 February to 5-7 February 2010 to avoid any clash and allow all club teams to be at full strength.

A full discussion took place about the possible implications of this.

Proposed: to write to Member Associations with the proposed date change and if 7 or more do not object the tournament will be moved.

[Note, only one competing nation having objected, the date has indeed been changed to 5-7 February]

### **Indoor Junior Nations 2011**

Following approval at the last Executive Board meeting, host nations have been written to with further details and a Bulletin was issued to all participating teams confirming pools, dates and venues for 2011 tournaments.

### **Other Tournaments**

The Pavel Rosa tournament is scheduled to be held in Bratislava (SVK), 12-13 December 2009. To date no further details are available.

The Balkan Indoor Championships (U18 Boys and Girls) is due to be held in Subotica (SRB), 19-20 December 2009.

### **Indoor Regulations**

Indoor Clubs and Indoor Nations regulations are currently being updated and will be published shortly on the EHF website.

## **Committee Structure & Membership 2010 & 2011.**

As agreed during the Executive Board meeting in June, the Clubs and Nations Committee will be amalgamated into an Outdoor Competitions Committee (the Indoor competitions Committee will remain)

The Office Bearers presented a draft paper on committee membership.

The question was also discussed as to whether members of the Executive Board should be on Committees.

It was decided that with the exception of the current members/chairs, the Executive Board should not be committee members; therefore, for the next 2 year period the elected members of the board, other than Carola and Jan, would not be committee members

Following a full discussion the paper was approved.

Letters would be sent on Wednesday 7<sup>th</sup> September to all committee members, and the new lists will be published on website Friday 9<sup>th</sup> Oct.

## **21<sup>st</sup> General Assembly**

The President instituted a discussion on how the General Assembly went and how we can improve it for the future.

The Hon General Secretary reported that he had received some comments from Board Members on the events.

A full discussion took place and a number of suggestions and ideas were noted for future.

### **Afternoon session:**

Marijke Fleuren reported that she was very happy with the attendance, and she felt that the actors did a good job and encouraged people to contribute.

A round table discussion had taken place and delegates had left their plans for the future with regard to promoting values, along with addresses which Marijke will use and follow up on.

Marijke commented that it is difficult for us to realise that we are all part of the process; we can only handle this subject if we all feel a responsible for action.

She noted that it is a privilege to be able to talk about this subject – she accepted that it is not a priority for all Member Associations, for example some delegates requested simply sticks and balls and to talk about values in the future.

However, she felt that it is important to continue this theme and to come up with a plan as a group on how to deal with it.

All in all, she felt that we succeeded in discussing what is essentially a very difficult subject.

R.David Balbirnie proposed producing a page to insert into all programmes, something about respect for umpires and officials.

He also proposed that an item be put on the agenda for the December Board meeting where Marijke will report on the next steps.

Finally, Marijke Fleuren wished to note her thanks to Alistair Gray for his contribution in the afternoon session, for which she was extremely grateful.

## **Any other Business**

A Meeting schedule for 2010 was presented to the board.

Sergey Chechenkov kindly offered to host the Executive Board in Kazan in September 2010.

The Executive Board thanked Sergey for the kind offer and approved the meeting schedule.

R.David Balbirnie noted that dates and venue had not yet been confirmed for the FIH Congress.

The President closed the meeting thanking the Board Members for their excellent contribution, and emphasised that some very important points were dealt with amicably.