



Minutes of the Executive Board Meeting

EHF Office, Brussels, Belgium,
30th September & 1st October 2011

Present:

Marijke Fleuren, President, Jorge Alcover, Carola Meyer, Mika Rihtilä, R. David Balbirnie, Leonardas Caikauskas, Jean-Christophe Capelle, Simon Mason, Ludmila Pastorova, Jerzy Smorawinski, Jan Vymazal

Apologies for Absence:

None

In Attendance:

Jane Brennan, Administration Officer

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### **Minutes:**

The Minutes of the meeting held on 18<sup>th</sup> August in Mönchengladbach, Germany were signed by the President as a true record.

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

The President welcomed the Executive Board. She wished to give a special welcome to new members Mika Rihtilä and Simon Mason and expressed her hope that they would feel as at home on the Board as other members have for many years.

She went on to emphasise the importance of the contribution of all members to discussions. She also noted that while she was happy that both new members speak excellent English, it is important for everyone to be aware that not all Board members are native speakers.

Marijke went on to thank Martin Gotheridge, Sergio Melai and Sergey Chechenkov for all they had done during their time on the Executive Board

She particularly wished to record the Board's thanks to Martin for the many years he has been involved in hockey and the EHF.

The President went on to outline her vision for the future:

### **OPEN WINDOW**

Marijke Fleuren noted the importance of being aware of the world around us. She explained that after almost 20 years being involved in hockey she has come to realise that it is always important to keep in mind the world as a whole and not just what is happening in the hockey world. She

emphasised the importance of keeping up to date with world events such as the current financial problems, the riots in London, the environment – these all have reflections on what we are doing. She described it as an “open window” and noted the importance that the Board share this view with her.

## **GOALS**

Marijke went on to say that she is very happy with EHF as it is now – there are a lot of competitions, a lot of development for officials, umpires and coaches and most importantly a lot of hockey.

Nearly every National Association has a strategic plan or a plan for future, but she feels that there are still some goals to achieve.

The President described her wish to rejuvenate the organisation, she would like to involve younger people, not only on the board but involved in all aspects. It is important to remember with regard to youth and women – they all need to be involved.

She went on to say that she is very happy to welcome Simon and Mika on the Board as they are young people and this will already make a start with rejuvenation – she urged them to contribute their fresh ideas and this together with the expertise of the existing board will form an excellent combination on an on-going basis.

Marijke went on to talk about the importance of communication. Communication/new media is something which we can develop.

She spoke about simplifying the regulations, in particular for lower level competitions, in the past Ludmila Pastorová spoke to the Board and described how some regulations make it very difficult to play competitions in certain countries – this in itself is an excellent reason to review all of our regulations.

With regard to values, Marijke noted that we have tried to evolve values a little bit in our policies, thankfully we have included it in our strategic plan which is great, but now we have come to a point when we must make it happen. She informed the Board that she intends to concentrate on producing a plan to try to help NA's to evolve values. We must make it clear that if we want our sport clean we need those on and around the pitch to behave well and with respect.

The President spoke about what she proposed in her letter to Member Associations and asked for the support of the Board to develop the following:

Marijke talked about the importance of the right attitude - being on a board is to share/develop ideas and everyone must take responsibility. It's about more than simply attending 4/5 meetings per year. She asked Board members to think about the discussions the Board has been involved in and to talk with those in their own environment and see what they can contribute.

## **CONTRIBUTION**

The President spoke of the importance of trust and neutrality. She accepted that this may not always be easy but as EHF Board Members all countries are important to us. When we visit / speak about tournaments, not only our own National Association or clubs are important but we must listen to others.

It is also important to be firm – when we agree something as a Board it's important to support these decisions. Of course if you have a good reason to come back to us and wish to discuss it again it is always possible but until that time we have one point of view as an Executive Board.

The President assured the Board that she is extremely approachable and hoped that they could share everything together.

She went on to speak about the position of Female Vice President.

As Marijke Fleuren was elected to the position of President, there is currently no female vice President, she feels that this is a very important role which should be filled as EHF needs a lot of representation and Marijke wished for the support of her Vice President's and other Board Members.

After discussion and reference to the statutes, (ART 8.7) which indicates that the Board may appoint a new Female Vice President to complete the remaining term the President proposed that Carola Meyer be appointed as Vice President for the remainder of the term

***The Board unanimously approved the President's proposal and wished Carola well in her new position.***

The President confirmed that the Executive Board would remain as 11 until the General Assembly in 2013 when our Member Associations would elect the 12<sup>th</sup> member.

Finally, Marijke Fleuren expressed the Boards thanks to all the various organisers and also congratulated the Netherlands and Germany for their success in winning the EuroHockey Championships Women and Men, as well as Czech Republic, Poland, Belarus and Scotland and on their promotion to Euro Hockey Championships Men and Women.

### **Matters Arising**

None

### **23<sup>rd</sup> General Assembly Review**

The Hon General Secretary gave a report on the 23<sup>rd</sup> General Assembly. He confirmed that 38 Member Associations attended. The Board agreed that the new format worked well, although could be improved upon for the future.

Marijke Fleuren reported on feedback from Scottish delegates who suggested that reports be distributed in writing in advance to enable non-native English speakers to prepare better and contribute more.

### **FIH Competitions Committee Meeting**

**Marijke Fleuren reported on the FIH Competitions Committee meeting which took place in Dubai on weekend 24<sup>th</sup> September.**

Marijke went on to report to the Board on the proposed structure for the FIH World League indicating that after the FIH Board meeting in November further details will be available.

Marijke also gave an update on the situation for Brazil participating at the OG in 2016 together with an update on the FIH Olympic Qualification tournaments.

The Board expressed its concern with regard to the position being considered for South Africa – women and the Hon. General Secretary was asked to write to the FIH to express its concerns.

Jean Christoph Capelle wished to note that the decision regarding pools and venues for qualifiers was made extremely late by the FIH.

Marijke reported that the different pool formats played in Champions Trophy and Challenges is currently being discussed.

The FIH Competitions Committee were asked to recommend a system between the two, however there was no clear preference as yet.

### **Competitions Committee - Outdoor**

## **Marijke Fleuren reported on the meeting of the Competitions Outdoor Committee Meeting Barcelona**

The committee discussed the amount of issues that occurred with regard to pitches during tournaments in 2011. It was noted after reading TD reports that there were a lot of floods, delayed matches etc.

The Hon General Secretary confirmed that he had discussed with the FIH CEO Kelly Fairweather with regard to the problems which occurred with the pitch in Monchengladbach during the EuroHockey Championships.

He noted that although the pitch was clearly not suitable for running a major tournament it still received the certificate of pitch approval from the FIH.

The Board agreed that the testing procedures were perhaps not realistic for today's climate/rainfall. It was also confirmed that the testing does not test the sub-base, only the surface of the pitch. Kelly Fairweather confirmed that he would ask the FIH Equipment Committee to consider how to improve this system/testing.

Simon Mason commented that perhaps it is important to manage expectations in the future with regard to conditions of pitches and possibilities of delay.

It was reported that a letter was received from Gibraltar with regard to their position in the Club tournaments for 2012 – they were unhappy with their placement in Challenge IV for 2012 when they had been placed in Challenge III in 2011 which did not take place.

The board proposed to come to a compromise to resolve this issue.

### ***Agreed***

Marijke reported that the Committee noted there seemed to be a lack of offers to host women's tournaments.

Only offers were received for Challenge I tournament and the Board discussed possible reasons for this and ways to improve it.

It was reported that a letter had been received on 3<sup>rd</sup> Aug from England Hockey with regard to the incident which took place at a tournament in Utrecht when an English player was injured, which was duly forwarded to the KNHB, who responded.

Jerzy Smorawinski will review this issue.

Peter Wefers FIH Advisor was also consulted and he confirmed that the FIH are currently looking at guidelines for future.

The Competitions Manager was asked to draft response to England and The Netherlands.

**Decisions required to be taken by Executive Board:**

1. To approve the recommendation from Outdoor Committee that the U18 Youth Championships in 2013 continue under the existing structure until such time as a full review can take place of the revised U16 Youth Championships format.

***Agreed***

2. To approve the change in dates of Club Trophy (Men and Women) tournaments from Easter to Whitsun from 2013.

***Agreed***

3. To approve that all changes to EHL regulations 2011/12, including the stick above the shoulder, should be incorporated into Club Champions Cup (Women) 2012, with the exception of any regulations or format variations which are required for television purposes (see attached).

***Agreed***

4. To consider requesting the FIH to allow the use of National ID cards for player identification in all non-qualifying European tournaments (all U16 & U18, U21 Champs II/III/IV, Senior Champs III/IV) as long as the ID card clearly shows name, photograph, date of birth and nationality.

***Agreed***

The Hon General Secretary reported on a dispute between the Austrian Hockey Federation and the Bulgarian Hockey Federation with regard to a hotel bill for a tournament which took place in Austria.

The Executive Board noted the issue, and agreed to formally write to Bulgaria and ask them to resolve the issue by the end of the year.

The Hon General Secretary also proposed to ask the Competitions Committee to the procedure for hotel bookings at tournaments.

***Agreed***

With regard to the complaint from Gibraltar relating to the Azerbaijan team nationalities at the tournament in Catania, the FIH have now confirmed that no regulations were breached.

Russian Hockey has requested to change the location of Junior Championship II from Anapa to Aleksin.

The Board agreed to pass this to the Competitions Committee

Turkish Hockey has asked about the possibility of including hockey in the Mediterranean games in 2013, the FIH President has written to say he will help if possible.

**Priorities for Committee for the next period (Oct to Dec 2011):**

- Issue entry letters, entry forms and applications to host to all NAs for U18 Youth Nations Championships in 2013.
- Obtain venues for Club Champions Cup (W) Round 1/2 tournament.

- Obtain venues for Club Champions Trophy, Challenge II and Challenge III (W) tournaments
- Publish revised Clubs, Nations and Youth Nations regulations on EHF website.
- Issue further details to hosts and participating teams in all Club tournaments 2012.
- Finalise entries in U16 Challenge III (B & G) tournaments in 2012.
- Issue draft match schedules for all U16 and Junior Nations tournaments in 2012.
- Produce analysis of entries for Nations Championships 2013.
- Produce analysis of entries for U18 Youth Championships 2013.
- Ongoing support and advice to host venues and participating teams in 2012 Nations and Club tournaments.

The next meeting of Outdoor Committee will be held on 17 March 2012 in Brussels (BEL).

## **Competitions Committee - Indoor**

### **Jan Vymazal reported on the Competitions Committee – Indoor**

Jan reported that following on from the last meeting where it was agreed to propose some changes of Indoor rules; the Competitions Manager contacted Roger Webb with proposals. We received a response from the FIH informing us that the FIH Rules Board confirmed that variations to regulations may be effected for EHF competitions.

The Competitions Manager will produce new regulations for 2012 tournaments.

He confirmed that that Inverleith HC (SCO) will host the Indoor Club Trophy (M) 2012.

The Hon General Secretary noted that a proposal was received from Ukraine requesting that the Board consider bringing forward the dates of Indoor Club tournaments to one week earlier. The Indoor Committee will be asked to consider this proposal. It was suggested that the Indoor Secretary produce a questionnaire to be sent out from EHF office to Member Associations with regard to these questions in order to receive their views.

### ***Agreed***

### **Decisions required to be taken by Executive Board**

1. To consider the proposal from Ukraine to change the dates of the Indoor Club Cup (W) 2012 in order to avoid a possible clash with Olympic Qualifying tournament.

The Indoor Committee recommend that no change is made

***Agreed not to change***

### **Priorities for Committee for the next period (Oct-Dec 2011):**

- Issue revised bulletin on venues, dates and pools for Indoor Club Championship 2012.
- Publish revised Indoor Nations and Indoor Clubs regulations on EHF website.
- Confirm and publish match schedules for all Indoor Nations tournaments 2012.
- Confirm and publish match schedules for all Indoor Club tournaments 2012.
- Issue further details to hosts and participating teams in Indoor Club tournaments 2012.
- Issue further details to hosts and participating teams in Indoor Nations tournaments 2012.
- Organise and host meeting of Indoor Club Organisers - 29 October 2011.

- Ongoing support and advice to host venues and participating teams in 2012 Indoor Nations and Indoor Club tournaments.

The next meeting of Indoor Committee will be held on 12 May 2012 in Brussels (BEL)

## **Euro Hockey League**

### **Jorge Alcover reported:**

The Technical Working Group met and discussed technical variations.

The 2011/2012 season starts next week in Mulheim followed by Antwerp two weeks later.

A new contract was signed with ABN Amro in Mönchengladbach.

There are also ongoing discussions with other possible sponsors.

Jorge confirmed that an EHL Board meeting will be held during the Antwerp weekend.

### **Marijke Fleuren reported:**

We already have good contact with possible hosts for the next season (2012/2013) R1 and R2, and the committee are hoping to propose hosts (countries) for the first rounds for 3 years in advance.

She noted that it was always difficult for the Final Four due to the short period of time between Easter and Whitsun. The Committee will discuss if it's necessary to have the final 4 at Whitsun or if there is the possibility of holding the Final Round at a slightly later date.

### **Priorities for Committee for the next period (Oct to Dec 2011):**

- Continue to liaise with participating clubs, host venues, technical officials and Pro Sport regarding EHL Round 1 events in October.
- Publish the results and updated EHL ranking table after completion of Round 1 events.
- Continue to work with Pro Sport regarding the selection of a venue for KO16.
- Make arrangements with Pro Sport for making the draw for KO16.
- Issue match schedule and confirm arrangements with qualifying clubs regarding KO16.
- Issue statement of travel and hotel financial contributions due to KO16 clubs.

## **Appointments Committee**

Carola Meyer wished to thank the President and the Executive Board for her appointment as Vice President, and also wished to record her thanks to the Member Associations their confidence in her and for her re-election at the recent General Assembly.

### **Carola went on to present the report of the Appointments Committee.**

The last meeting took place in Amsterdam on 2<sup>nd</sup> July; apart from Sylvie Petitjean who was officiating all were present.

With regard to late withdrawal of teams, the Appointments Committee recommends that the NA who withdraws must pay the costs of the extra officials.

### ***The Competitions Committee were asked to review all the procedures and inform the Board in due course.***

Carola requested that more information be made available to officials with regard to carrying forward suspensions.

***It was noted that the Disciplinary Commissioner is currently undertaking a review on the procedures for the future.***

All Indoor appointments have been made and published for 2011/12.

Carola reported that 11 European Umpires were sent to officiate at Russian Club tournaments.

The Board suggested that the Appointments Chair write to the President of Russian Hockey, asking for information in advance for 2012 if they wish us to continue with this procedure, emphasising that if this information is not received in good time it won't be possible to make future appointments.

Carola reported on the TD/TO seminar which took place in Utrecht in July was very successful, as was the MUSE (Women's Umpire Manager's) seminar which took place in Mönchengladbach in August. Both came in under budget and Carola requested that this money be used in the Appointments Committee budget for 2012.

The Hon Treasurer confirmed that this will be considered when preparing the Budget for 2012.

The Board asked the Appointments Committee to consider a different format for the TO/TD Seminar for 2012 – possibly as a refresher course for existing TDs.

Carola confirmed that 37 new nominations for officials from NA's for this year have been received. .

Carola reported on the meeting with the FIH Umpires Committee in Dubai and confirmed that it was very successful.

It was noted that EHF had assisted with neutral appointments for the recent African Games.

#### **Decisions required to be taken by Executive Board**

1. To approve the revised list of EHF nominated officials to FIH (attached).

#### ***Approved.***

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

- Review all appointments and issues from 2011 Outdoor tournaments.
- Submit updated list of EHF nominated officials to FIH.
- Continue to monitor and manage all 2012 indoor appointments through AWS, including the ongoing replacement of non-available officials.
- Issue officials contact lists to all Indoor Nations and Indoor Club tournament organisers.
- To make and publish all outdoor appointments 2012.
- Review and update AWS system with additional facilities to enable appointments to be notified to NAs and withdrawals to be notified direct to Appointments Co-ordinators.
- Further consider the proposed TD Assessment and Development programme.
- The next meeting of Appointments Committee will be held on 5 November 2011 in Brussels.

## **Coaching Committee**

Jorge Alcover presented a report from the Coaching Committee.

He noted that the possibilities of Distance/online learning were discussed during the meeting, as was the subject of Coaches grading systems.

### **Decisions required to be taken by Executive Board**

1. Approval to progress the Euro Hockey Expert concept piloted with Nibert Nederhof (NN).
2. Approval to progress the Euro Hockey Coach Accreditation Structure.
3. Support for the concept that EHF coaches should be assessed and talent IDed by the EHF CC or EHF High Performance Panel before attending any FIH seminars.
4. Approve the proposed roll out of NAC software to our NAs

### ***All Approved***

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

- Progress the Hockey Expert concept with NN – end December
- Progress the Euro Hockey Coach Structure with top NA Coach Development managers – end Dec
- Agree seminar list Jan – June 2012 by end November for Board approval in December.
- Roll out NAC Por and Scout versions by end Dec 2011.

## **Communications & Marketing Committee**

### **Report on activities since the last Executive Board Meeting, 23/24/25 June 2011**

The Committee met in Elektrostal HC, Moscow Region, Russia.

### **Sponsorships / Partnerships:**

BMW – AT hopes to set up a meeting in November via Belgian Hockey following positive discussions over the summer.

RICOH – AT to follow up

Russian companies – Igor Shishkov confirmed that there is some interest from Russian companies to sponsor EuroHockey Tournaments in Russia, no interest in EHF sponsorship at this time.

The committee was very impressed with the running of the Olympic Hopes Festival and the excellent use of sponsorship to grow hockey in Russia and neighbouring countries through grass root activities with under 12 hockey.

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

Proposed judging panel: Morley Pecker, Andy Tapley and Frank Uijenbroek

### ***Agreed***

### **Umpires Clothing:**

Proposal to design a template for organisers to use for umpires shirts. The Committee were asked to do further research in this project and report back to the Board.

### **GANT EuroHockey Championships:**

A full review was received on the event. It was noted that a review meeting will be held in October with EHF and DHB in advance of contract negotiations with the Belgian Hockey Federation.

The Committee proposed an increase in medals to 24 per team.

***Not approved***

### **TV Rights EuroHockey Championships 2013:**

Committee propose to set up a meeting with Wige Event (the agency the DHB used for 2011) and to also discuss with FIH.

### **EuroHockey Club of the Year:**

Given the small number of entries the Committee proposes to the Board to stop this award.

***Not approved – The Board asked the committee to promote the former winners detailing the benefits for the winning clubs.***

***EHF to write to all Member Associations inviting entries.***

### **E-zine:**

Proposal to stop producing and concentrate on site and new media

***Agreed***

### **Charity Support:**

The Committee recommends continuing with the Stick for India project.

***Agreed.***

The Hon General Secretary reported that the current agreement with Astroturf would come to an end at the end of 2011, and that we are still in negotiation with Astroturf and others.

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

Meetings with BMW and RICOH

Meetings with Vega and FIH

Andy Tapley to write a high level report to the new EHF President on the workings of the Committee

## **Development Committee Report**

### **Jorge Alcover presented a report from the Development Committee**

He noted that there was very positive feedback of General Assembly format at the meeting.

During the meeting, the committee received an interesting presentation from ARMENIA.

Jorge gave an update on the grants which were awarded:

He also reported on the disability event held in Germany and the final which took place in Monchengladbach on Wednesday during the EuroHockey Championships. It had been an outstanding success.

The President noted that it is very important for EHF to provide a platform for Disability and Wheelchair Hockey

Jerzy Smorawinski reported on festival in Poland "Hockey for Children with PWS (Prader-Willi Syndrom) which took place on 17<sup>th</sup> September on the University pitch. He reported that the tournament was surrounded by many other forms of activities, over 1,000 attended throughout the course of the day and this was combined with a small scientific symposium involving doctors/specialists in this syndrome, parents also attended.

### **Decisions required to be taken by Executive Board**

1. Approval for EHF/DHB Youth Panel to meet at EHF Nations Indoors in Leipzig and deliver a Youth event linked to the main event (Poznan style)  
**Agreed**
2. Approval to progress a Disability workshop in 2012  
**Agreed**
3. Approval to continue the EHF Club of the Year Awards for 2011 using a simplified format. If this year fails to attract support DC proposes to cease this project  
**Agreed**
4. Approval to review Zones/Projects and whole of DCs current structure  
**Agreed**

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

- Progress the EHF Youth in Action project – end December (CDO)
- Progress the EHF Youth Panel actions in Leipzig – end Oct (UE/MvH)
- Progress EHF Disability strategy 2012 – end Nov (JA/CDO)
- Send out application forms to NAs for EHF Club of the Year Award 2011 – end O2011 (CDO)
- Agree DC structure and split of roles – Dec 2011 (DCC)
- Launch EHF Skills Challenge on the website - end Oct (CDO/SM/GR)
- Progress grant projects and reports – end Nov (CDO)

Leonardas Caikauskas made a presentation to the Executive Board on a project which has been undertaken by the Lithuanian Hockey Federation to promote hockey among school children by using a voucher system available on the purchase of schoolbooks. The Board were delighted with the presentation and innovation by Lithuanian Hockey, and the President offered the support of the EHF to the Lithuanian Hockey Federation.

## **Umpires Development Committee**

### **Jorge Alcover presented a report from the Umpires Development Committee**

### **Decisions required to be taken by Executive Board**

1. Approval of a new group of umpires for the Umpire Development Project 2012-2014  
The goal is to identify at least 6 umpires with the following requirements:
  - Be between the ages of 18 and 30;
  - Be actively umpiring within their National Association;
  - Have international experience (EHF tournaments under-16 or above);
  - Provide at least one feedback form from an international tournament;
  - Commit to the programme fully, including regular fitness assessments.

### **Priorities for Committee for the next period: OCT-DEC 2011-**

- graduation of UDP group 3 (Antwerp, 21<sup>st</sup> October 2011)
- provide support to National Associations that are working on a development plan for umpiring (e.g. Switzerland with a grant from EHF) Action by Thomas Eilmer.
- development seminar for European FIH umpires (Amsterdam, 3-4 December 2011) led by Margaret Hunnaball.

The Executive Board suggested postponing this project until early 2012 to give more time to prepare the event.

### ***Agreed***

### **Strategic Plan**

The Hon General Secretary noted that as part of our plan we had agreed to review the Statutes of EHF. It was agreed to review this item at the December meeting of the Board.

### **Hon Treasurer's Report**

Mika Rihtilä presented his first report to the Executive Board

He informed the Board that he had held a meeting with the Accountants at their offices in Vilvorde, Belgium and also held a full review meeting with the Hon. General Secretary.

He was pleased to inform the Board that he was happy with the outcome of these meetings.

He then went on to present a proposal to the Board on the Entry Fees and License Fees for EHF events. It was noted that the entry fee was last adjusted in 2007.

### ***Approved***

He informed the Board that Accounts and a draft Budget for 2012 would be presented to the December meeting.

The President thanked the Hon Treasurer for his report.

### **Hon General Secretary Report**

The Hon General Secretary reported that former President of the FIH, Juan Angel Calzado was awarded Olympic Order in Barcelona from Juan Antonio Samaranch Jr.

He went on to report that Eric Abudarham was elected as the new President of Gibraltar Hockey.

A note was received from Claire Peeters Monseu and her son thanking the EHF for their support following the passing of her husband.

It was reported that R.David Balbirnie and Jorge Alcover re-signed the protocol agreement with African Hockey when they attended the African Hockey Congress.

They also took the opportunity to make a presentation to African Hockey on the activities on EHF and an update on the Euro Hockey League.

Marijke Fleuren noted that the Asia Hockey Federation had been in contact with regard to support, the Hon General Secretary confirmed that some correspondence has been exchanged and that he will be following up on this over the coming months.

### EuroHockey Championships 2015.

David reported that he had held informal discussion with England and Spain with regard to hosting 2015. He then went on to inform the Board that the European Olympic Committee is considering launching a European Games in 2015 to which hockey maybe invited to participate.

Until we have further information on this important development it would not be possible to enter into discussions with member Associations on hosting for 2015.

***It was agreed to review this item at the December meeting.***

He informed the Board that the FIH will shortly finalise a new format for the Youth Olympic Games. When it is approved by the FIH EB the FIH will contact us with a view to see if EHF can trial the new format.

***The Board will consider these proposals at the December meeting.***

The Hon General Secretary proposed a draft schedule of meeting dates and locations for 2012 – to be agreed at the December Board meeting.

He noted that the General Assembly would take place in Kuala Lumpur on 2<sup>nd</sup> November in advance of the FIH Congress on 3<sup>rd</sup> November 2012.

### **New Committee Structure**

The Committees Structure was discussed by the Board and the following new structure was proposed:

- Appointments
- Competitions – Outdoor
- Competitions – Indoor
- Competitions Co-Ordination
- Development Projects
- Education
- Development Co-Ordination
- Finance

***Agreed***

### Competitions Manger:

The Hon. General Secretary gave a full and detailed report on the current situation with regard to the Competitions Manager.

The Board noted the outcome and looked forward to a satisfactory conclusion over the coming months.

## Any Other Business

The President and the Board wished Jerzy Smorawinski success in the upcoming elections for the Polish Senate.

Jorge Alcover wished to thank the Board for making him a Member of Honour of the EHF during the General Assembly in Mönchengladbach– he noted that he was completely surprised at this great honor but thrilled to have received it.

The President thanked the Executive Board for their attendance and contribution, she noted with pleasure that the Board members had already done what she had asked of them by contributing and sharing during the meeting, she wished them a safe travel home and looked forward to having a lot of contact with each other.

## The Executive Board Meeting was followed by an open discussion.

The President took the opportunity of her first meeting to hold a "Strategy Session" to define the starting point for the future Board to determine what joins them to be a part of the EHF. Through Facts, Personal traits, Core values and Essence.

The Board was unanimous in its outcome: "Passion for Hockey" is the connecting link that will guide it into the future.

