Ice Hockey New South Wales Board Search Statement

4th November 2026

Introduction

Ice Hockey NSW is the State Sporting Organisation (SSO) with the purpose to develop, promote, and govern the sport of ice hockey across New South Wales. Our vision is to be the leading ice hockey organisation in Australia, setting the benchmark for excellence, inclusivity, and community engagement.

Ice Hockey NSW has the following strategic priorities:

- Participation & Growth: Expanding access to ice hockey by creating pathways for all ages and skill levels.
- Athlete Development: Investing in player and coach development to raise the standard of competition.
- Community & Inclusion: Ensuring ice hockey is a sport for all, with initiatives to support diversity and accessibility.
- Governance & Leadership: Strengthening policies and organisational structures to provide a safe and professionally managed sporting environment.
- High-Performance Pathways: Supporting athletes who aspire to compete at national and international levels.

The Board of Directors

Ice Hockey NSW is led by a skills-based board of elected and appointed directors. The Board's role encompasses the governance of the organisation and to provide strategic leadership by way of:

The Board is responsible for the governance of the organisation and provides strategic leadership by setting the vision and direction for growth, ensuring long-term sustainability, fostering coordination and collaboration across stakeholders, and promoting the organisation's goals and strategic plan so they are understood, supported, and embedded throughout the community.

Ice Hockey NSW strives to support and promote excellence in board service through the recruitment of qualified, experienced directors from diverse backgrounds.

We want members of the Ice Hockey NSW Board to be advocates for Ice Hockey across all key strategic imperatives. We want people who can question and challenge constructively, who bring diverse views, who can influence others and find solutions. Ice Hockey NSW is committed to having a diverse and inclusive culture on our Board, in our organisation and in our sport.

Director positions are voluntary. Board meetings are held on a monthly basis on Microsoft Teams and an in face to face AGM, Club meetings are also held monthly via Microsoft Teams. The Board may meet on an ad-hoc basis in a combination of video conference face-to-face meetings ie. strategic planning forum.

The Process

The Board Search Statement is to advise Ice Hockey NSW members and the broader community of the upcoming Director vacancies being four (4) Elected Directors and four (4) Appointed Directors.

There are eight (8) positions which will become vacant at the Annual General Meeting (AGM) held on Sunday 6th December 2026 with each position for a term of two (2) years.

The terms of the following Directors expire at the AGM and each is eligible to nominate for re-election to the position of Director:

- Derek Downie
- Heather Taylor
- Craig Zimmerman
- Danielle McGrath
- Natalie Quinn
- Alyson Pedemont
- Alan Ng

The seven (7) incumbent Directors eligible to nominate for re-election have indicated the following will seek re-election:

- Heather Taylor
- Craig Zimmerman
- Danielle McGrath
- Natalie Quinn
- Alyson Pedemont
- Alan Ng

In accordance with the Ice Hockey NSW Constitution, the Board may consist of 9 members comprising – five (5) elected Directors, and four (4) appointed Directors. For diversity purposes, no more than five (5) members of the Board may be of the same gender.

These vacancies will be filled four (4) Elected Directors and four (4) Appointed Directors where the voting members are the individual members.

Eligibility

To be eligible for appointment or election to the Ice Hockey NSW Board, a person must be a natural person who brings appropriate skills, experience, and commitment to support the organisation's strategic and governance objectives.

Elected Directors must be Individual Members of Ice Hockey NSW, while Appointed Directors are not required to be Members but should possess professional expertise in areas such as commerce, finance, law, marketing, governance, or other skills that complement the composition of the Board.

All Directors must:

- Not hold any position with a Club (including as an officer, delegate, or employee) at the time of appointment or election, or must resign from such a position within 14 days.
- Meet any qualifications and skills outlined by the Board in the nomination or appointment process.
- Be free from any conflict of interest, including holding employment or financial contracts with the Association unless approved by the Board.

- Be eligible under relevant legislation to act as a Director and not be disqualified under the Corporations Act 2001 (Cth) or Associations Incorporation Act 2009 (NSW).

Skill set being sought

The specific Director skill sets sought for the Board will be determined based on Ice Hockey NSW's current strategic priorities and the Board Skills Matrix of the continuing Board Directors.

Nominees will be requested to provide information as to how they meet the desired skills and experience (demonstrate suitability) for a position on the Board. Looking for candidates who bring skills in:

- Athlete Development and Wellbeing
- Digital and Social Marketing
- Financial Management
- Governance
- Government Relations
- High Performance
- Information Technology & Digital Innovation
- Medical & Health
- People & Culture
- Public Relations & Communications
- Risk Management

Call for nominations

Ice Hockey NSW will call for nominations for eight (8) vacancies prior to the AGM. This will be communicated by the Executive Officer via a Notice of AGM and Call for Nominations which will be advertised on the Ice Hockey NSW website and sent to voting members.

The term of the Board Director vacancies is 2 years and Directors are eligible for re-election/appointment.

If you are interested, please respond through the call for nominations process and complete the required nomination forms and supply any additional information as requested (e.g. cover letter, CV/resume, Consent to Act as a Director form, etc)

Nominations close 22nd November 2026 and must be submitted via email to eo@ihnsw.com.au

Consideration and review of the nomination

The Company's Nominations Committee is responsible for the assessment of all applications and determination of those persons considered eligible.

The Nominations Committee consists of:

- *One (1) Independent Chair*
- *One (1) Board Members; and*
- *One (1) Member Association Representative*

The Nominations Committee may determine who will be put forward for the position of Director of the Company Board, rank and recommend candidates to the voting members, etc. There will be no opportunity for appeal in respect of the assessment undertaken by the Nominations Committee. Applicants will be notified regarding whether their application for nomination has been deemed eligible by no later than Tuesday 1st December 2026.

For all enquiries please contact Emily Luke at eo@ihnsw.com.au