

Dear all,

Last year, you entrusted and empowered the Boards of England Ice Hockey (EIH), Scottish Ice Hockey (SIH) and Ice Hockey UK (IHUK) to implement the merger of these three organisations. Your decision to support the merger was a defining moment for the sport in the UK.

That vote provided a clear mandate for change and an ambition for our organisations to develop a modern and progressive governing body that takes ice hockey forward, together as one. It is a privilege in my new role to be entrusted with the responsibility to help deliver the merger, and one I take seriously.

I would like to thank Grant King for his support in ensuring a smooth transition and for the significant work he has done to help progress the merger and stabilise key areas across our organisations.

My priority in my first few months as CEO of IHUK and EIH will be to continue the work already underway to implement the merger, working closely with each of Duncan, John and Clifton, our respective chairs.

I would like to update you on some of the activity which is underway.

- In January, we set-up a merger Steering Group which meets on a fortnightly basis to identify and progress the time critical workstreams that are key to the new body. All three organisations are well-represented on this group.
- We are working closely with UK Sport who continue to support the merger and the work required to complete it.
- We are designing a target operating model for the merged entity, focusing on the make-up of its Board, committees and executive teams.
- A dedicated finance sub-committee is focusing on the integration of the financial accounts and systems of our three organisations.
- We are considering how to integrate policies and procedures from across our organisations, to ensure that we deliver robust and accountable governance which is compliant with the Code for Sports Governance.

I am conscious that a commitment to collaboration, engagement and transparency has been central to the progress achieved to date. All of us at EIH, SIH and IHUK recognise the importance of continuing to apply these principles and we will keep our members and stakeholders updated on progress.

From a personal perspective, I am beyond excited to be in my new role, and already feel well supported by Duncan, John and Clifton, as well as colleagues within our organisations. I am conscious that ice hockey is a sport run by stakeholders for the benefit of stakeholders and look forward to working with many of you during my first few months and request your continued support as we move forward, together as one.

Best wishes



Tim Bratton
Interim CEO, IHUK & EIH
e: tim.bratton@icehockeyuk.co.uk