

Part I: 9:15-9:35

Welcome and opening remarks

The ETU President, Philip Schädler (PS), welcomed all delegates to the Extraordinary Congress at 9:15 and asked for apologies for the short delay. He commented that notwithstanding today's business it is essential to focus amicably on triathlon, and to find a solution.

He thanked the Israeli Triathlon Association (ITA) for their hospitality and expressed good wishes for the competition, which pointed out was the reason we are here. He recognised that the ITA is working hard to make the European Championships a huge success.

Kathleen Smet (KS), the co-opted Secretary General, read the names of all 30 National Federations present. All were full members of ETU.

1. Austria
2. Belgium
3. Bulgaria
4. Croatia
5. Czech Republic
6. Denmark
7. Estonia
8. Finland
9. France
10. Germany
11. Great Britain
12. Greece
13. Hungary
14. Ireland
15. Israel
16. Italy
17. Latvia
18. Liechtenstein
19. Macedonia
20. Netherlands
21. Norway
22. Poland
23. Portugal
24. Russia
25. Serbia
26. Slovakia
27. Spain

28. Sweden
29. Switzerland
30. Ukraine.

PS proposed to change the agenda to recognise the 'Holocaust Remembrance Day'. Eilat's municipality and the Israeli Triathlon Association invited the Board and congress delegates to attend an official ceremony, which would delay proceedings from 09:30 for approximately 1 hour 30 minutes. The motion was passed unanimously.

PS opened the Extraordinary Congress, which was convened by 15 National Federations. He summarized the issues at hand as being the incapacity of the ETU Executive Board to deliver a race calendar and to limit overspending and guarantee a healthy financial environment. The quorum was met, according to the constitution. A motion of no confidence against the whole Executive Board was on the agenda together with an acceptance of candidacies for the elections and then elections of a new Executive Board of ETU. PS commented that this resolution calling an Extraordinary Congress was prepared by a group of people, including ETU Executive Board members, having been announced at the President's meeting in Vienna as being in the pipeline. The call for an Extraordinary Congress was submitted according to the constitution. Should the motion of no confidence be passed with a 2/3rd majority, then the whole Board has been dismissed and an administrator will be elected to run the Congress until a new Executive Board is elected. If a 2/3rd majority is not achieved then the motion of no confidence is lost and the ordinary Congress will begin. However, PS opined that holding elections is not valid according to our constitution and a legal advisor from Luxembourg. The majority of Congress may vote to have elections, but the Congress should know it is against our constitution. If there is no opposition against it, then this will be a democratic fait accompli, however any opposition could lead to challenge in court to decide whether elections are invalid and that the newly elected Board should step down.

PS shared some personal thoughts on the issues at hand. He reminded Congress that the term of this Executive Board started in 2009 and a lot of different issues and problems occurred. The Executive Board's aim from the beginning was to establish a professional Headquarters, which worked professionally, independently and transparently. Unfortunately, the office had to be closed. Despite the problems that arose due to the closure the 2012 race season was secured (with the exception of the duathlon standard distance). The European Championships for next year and the following years were decided upon yesterday and this will be until 2015 for the Olympic distance Championships. He concluded that he felt this motion of no confidence was unnecessary.

The Extraordinary Congress was adjourned for the Holocaust Remembrance Day Ceremony until 11:00 am.

Part II: 11:00-11:40

The Extraordinary Congress continued after the Holocaust Remembrance Day Ceremony.

Marisol Casado, ITU President, was welcomed warmly by the delegates. It was noted that her presence demonstrated ITU's interest in ETU and helping to resolve the current problems.

PS informed Congress that 3 more National Federations were present:

1. Luxembourg
2. Turkey
3. Romania

making 33 National Federations in total. The Romanian Federation is new to ETU and was not yet a full member. They had also not paid the affiliation fee, so they were not eligible to vote.

The floor was now open for discussion and negotiation regarding the resolutions.

David Vaz (DV), Secretary General of the Portuguese Federation, spoke in favour of the motion of no confidence. He recognised PS's contribution to ETU and then diagnosed some of ETU's problems. He commented that having contemporaneous events such as the European Championships and the Ishigaki World Cup, which is an important qualification race for Olympics, was divisive. The lack of some Championship races was also problematic. Their Government requires results from European Championships, for example in duathlon, to release funds and there will be no standard distance European Championship Duathlon this year. The Calendar is another of many additional problems. He noted that Europe has the best countries in the sport and deserves the best Continental Organization. He concluded that it was necessary to take action now and called on all National Federations to step forward.

Krzysztof Piatkowski (KP), President of the Polish Triathlon Federation noted that ETU was facing a very difficult situation from a financial and administrative situation. He recalled the President's meeting of the European National Federations which was held in January in Vienna, which resulted in 15 European countries (Finland, France, Germany, Great Britain, Greece, Hungary, Italy, Luxembourg, Netherlands, Poland, Portugal, Spain, Sweden, Switzerland and Turkey) calling for an ETU Extraordinary Congress according to article 6.2 of the ETU constitution. KP proposed the vote of no confidence against the whole existing Executive Board of the ETU, on behalf of those countries.

Renato Bertrandi (RB), President of the Italian Triathlon Federation and Treasurer of ETU summarised the causes for the status quo and spoke in favour of the motion. He recalled the losses that had been presented in 2010 which were 50.000€ adrift from the budget presented in 2009 and a similar situation had developed in 2011 with a loss of 29.000€, notwithstanding severe cost saving measures, such as closing the Sunderland office as soon as possible and stopping all investments into ETU committees. He stated that this sent a clear signal that there was a lack of vision and a lack of governance in ETU's activities and commented that several Board members had proposed change from a survival mode to a rebound mode by intelligent investments in the future, already in October at a Board meeting. They urged that a new programme should be developed to start afresh and to show a solid strategy and a solid vision for the future, with a direct strategic link behind them, although there were a minority in the board then.

PS spoke against the motion and disagreed that there had been a lack of vision. He commented that some Executive Board members spoke about an Extraordinary Congress at the October meeting, to be held before Christmas, which was in his opinion not possible and not necessary. He pointed out that the main income derived from events and these had reduced as we went from 15 ETU cups two years ago to 9 ETU cups now. He referred to earlier attempts to raise sponsorship through an agency, which had not been successful. He

listed causes for reduced income (defaults) and raised costs (office, branding and travel) and concluded that it was necessary, above all, to control the budget and to cut expenditure to achieve a balanced budget. PS described diligent efforts to secure ETU events, which was the core business.

Sarah Springman (SMS), President of the British Triathlon Federation (BTF) and ITU Vice-President spoke in favour of the resolution and reminded delegates about ETU's history as the oldest Confederation in ITU. She noted that ETU was a major contributor to the founding of ITU and that the previous ETU President is now both ITU President and an IOC member with growing influence. SMS observed that ETU has serious financial concerns and has an urgent need to review the strategy and then take action. She commented that ETU's relationships with ITU are very important and that there were governance challenges, particularly with the constitution. She echoed what DV said about stepping forward to support ETU and noted that BTF represents 320 athletes, elite and Age Groupers, who came to Israel to support this event. ETU needs to focus on the core business this year. In her view, the 3 most important issues are governance, finance and events.

Matt McKerrow (MMK), CEO of Triathlon Ireland supported SMS's view. He said that Triathlon Ireland had not signed the request for an Extraordinary Congress, however Triathlon Ireland did believe that actions was required. He acknowledged that events are ETU's most important activity and cited their experience as the Federation that hosted the European Triathlon Championships in 2010 and the European Duathlon Championships in 2011. He recalled a number of challenges that would be common to other National Federations encompassing Age Group athletes, elites and the system, and concluded that the current model was not working and that revision of strategy is required. MMK called for support for the vote for no confidence in the Board and emphasised that consideration must be given to what happens afterwards with the right people elected to the Board and with a workable strategy going forward. He emphasised the importance of identifying priorities, which should be in making sure that the events are delivered and that the problems experienced around the events don't continue. MMK agreed with SMS that both strategic and governance change is needed to advance a streamlined operational plan so that ETU can be taken to where it needs to be.

PS agreed with 90% of this but commented on the lack of solidarity, particularly in respect of a National Federation failing to back up their LOCs and defaulting on payments to ETU. Even when a contract had been signed between ETU, the NF and the LOC. PS was puzzled that the whole Board would be dismissed due to lack of confidence and then most of the Board would be re-elected, given that the members are owed sincerity and transparency.

KP commented that Poland was very familiar with solidarity, which was once a political party and had produced the President of Poland, but that this organization became ineffective and had disappeared from the political scene in Poland, since effectiveness in every organization is the key word. Solidarity alone was useless.

KP called the question on the resolution.

PS proposed to hold a secret ballot, which was seconded by SMS and supported by the majority. The Extraordinary Congress was adjourned for 15 minutes to prepare the secret ballot.

Part III: 11:40-11:55

PS explained the voting process with 32 votes from members in good standing. The NFs I received a piece of paper with 'yes' and 'no' on it with 'Yes' supporting the motion of no confidence to the Board. A blank paper implied abstention. Werner Taveirne (WT) from Belgium and MMK were appointed as scrutineers and observed the submission of voting papers and then counted the votes and announced the results of the votes.

KS called every NF one by one, in alphabetic order, to put their voting paper in the box. PS noted the quorum is $2/3^{\text{rd}}$ of the votes so the motion would be carried with 22 votes, otherwise it would be lost.

MMK announced that the motion has been carried 27 to 5.

PS confirmed the whole Board will step down and asked WT to take charge of the Congress and proposed that he might welcome having an assistant. PS invited Zara Hyde-Peters to assist WT but she refused in favour of MMK. PS thanked congress.

WT adjourned Congress for 5 minutes in order to prepare the elections.

Part IV: 11:55-13:10

WT declared his role as treasurer of the Belgian Federation and accepted the appointment as temporary Chair with assistance from MMK, subject to confirmation by Congress that the candidacy of the President of the Belgian Federation for the elections to the Board would not be perceived as an unacceptable conflict of interest. Congress was in agreement that WT should continue in the role of temporary Chair. WT reminded Congress that this election had not been organized according to the procedures stipulated in the ETU constitution, therefore he moved Congress to vote on Resolution 2 as to whether the elections should be held in this forum for the various positions.

Ola Silvdahl (OS) from Sweden and Sara Tsalah (ST) from Israel were elected as tellers to count the votes.

Vote: in favour 29, against 1 and 1 abstention.

The elections have been approved by in excess of the required $2/3^{\text{rds}}$ majority.

WT outlined the order of election prescribed within the ETU constitution, beginning with the President. The candidates who had previously been nominated by their NF for this function were Renato Bertrandi from Italy and Philip Schädler from Liechtenstein. PS withdrew his candidature. WT explained that even if there is just one candidate, the constitution requires more than 50% of the votes cast in favour in order for this person to be elected. WT added that this rule applies also for the elections for Vice President, Treasurer and Secretary General. The voting papers were distributed for the Presidential election.

MMK made a point of order that the agenda contained 3 items for this EC of which the second was the approval of candidates, prior to the third item being the election. MMK suggested that Congress approves the candidates who are running for each position prior to the elections of that position. Nominations would be called for each position from the floor at this time since the constitution had not strictly been followed in any case.

WT called for nominations for additional candidates who wanted to stand for the ETU Presidency. Henk Van Lint (HVL), President from the Dutch Triathlon Federation was nominated. Voting papers were distributed and amended to account for these changes. Emile Stoynev (BUL) suggested nominating Sarah Springman as a candidate, which was declined with thanks by Zara Hyde Peters (ZHP) on behalf of the British Triathlon Federation.

In preparation for the upcoming Table Officer elections, WT asked for further nominations for:

- Vice President over and above existing nominees, Denis Jaeger (DJ) from France and Sarah Springman (SMS) from Great Britain
- Secretary General with only one candidate at present: Kathleen Smet (KS) from Belgium
- Treasurer with only one candidate currently: Alicia Garcia (AG) from Spain.

Noone else was nominated for any of these positions.

SMS asked on a point of order about the timing of the election of Secretary General, since there was a fully constitutional voting opportunity in the main congress, especially since there were no other candidates nominated for Secretary General in the upcoming vote. WT replied that the lawyer had advised that all elections should be carried out at the same time, which was accepted by all. Candidates for the Executive Board were listed as:

- Henrique Arraiolos (HA) from Portugal,
- Johan Druwe (JD) from Belgium,
- Helmut Kaufmann (HK) from Austria,
- Eugene Kraus (EK) from Luxembourg,
- Sonja Oberem (SO) from Germany,
- Timo Pennanen (TP) from Finland,
- Krzysztof Piatkowski (KP) from Poland,
- Georges Yerolimpos (GY) from Greece,

and no other candidacies were presented. WT and MMK outlined how the voting would be organised, member by member, through a secret ballot. Candidates were then invited to address the members briefly before each vote.

RB thanked all National Federations who supported the vote of no confidence in the Board and said he was pleased that ETU was following a democratic process and that there was another candidate running for President. He said this was a clear sign that we want to do things with full transparency and full democracy. RB also commented that he had been ETU treasurer for 1 year and was now a candidate for President 'to put ETU back to the role that we all think that we deserve'. He acknowledged that there would be difficult years ahead as the financial situation in Europe was hitting many countries, and also families and our Federations, very hard, with almost no exceptions. He said that many Federations had had to institute several cost cutting issues, so, in the year to come, 'we have to try to stay together in order to rebuild again'. He opined that every crisis always contains opportunities so 'we all have to be ready to take all these opportunities for big changes to come now and in the following years'. He expressed confidence that triathlon has, in itself, all the values and opportunity to be in a much better situation in the future. He reflected on his serious personal decision, taken together with his family, to retire one year ago to dedicate all his

time to triathlon for the Italian Federation and he committed to doing the same for ETU. He felt that most of the current problems were due to insufficient (physical) time to concentrate on issues, trying to dedicate the energy of the voluntary workers in triathlon in their spare time. He promised that he would fully commit to doing the best possible job for triathlon and ETU, referring to a document describing a vision for triathlon in the future, and also for ETU, that was prepared by a small group. He said the document did not go into detail as they had thought it was not fair to present a document without having a new Board in place to discuss and refine every single item outlined in this document. RB pointed out that these elections were for 1 year only but this document should provide a basis for a brighter future for the 4 years to come. He confirmed the major goal was, firstly, to achieve financial stability in the year 2012. The second goal was to leverage the existing strength in ETU, particularly the athletes, who are the best of the world, the races, as a lot of WTS and WC are held in Europe as the organisations are always very good and the Presidents of the National Federations. He concluded that the European Confederation was one of the richest because of the professionalism and the management provided by many Federations who belong to ETU, with Presidents, who are working on a daily basis with 1000 athletes, 100 clubs, 100 races to organise, in their own country, every single year. He said there was a huge potential that so far had not been exposed in the right way. RB said he was counting on leveraging these 3 issues in the years to come in order to make ETU's future much brighter.

HVL said that he had put himself forward as a candidate to make sure it was a fair election. He was of the opinion that more than one candidate should run as President, although he did not have the ambition to become the ETU President.

MMK proceeded with the voting and called out the name of every Federation to put their vote in the box. He invited the candidates for Vice President to speak to Congress.

SMS greeted members of Congress and the ITU President and commented that this vote was about strengthening the ETU Executive Board. SMS commented that she had already shared her views earlier with Congress and would not repeat them. She believed, however, that we had to promote and grow the ETU - ITU relationship in the future. She mentioned that she served ITU and the ITU President, MC, as ITU Vice President at the moment, and offered to do the same thing for the person who would be elected as President for ETU, and to bring her personal skills and support of a very hard working NF to help ETU to be more effective than it has been up to now. With much respect and with a degree of humility, she submitted her candidacy to the congress members.

Denis Jaeger (DJ) from France excused himself for his English, as he was not a native speaker, and said he believed that everyone would understand him. DJ said he had been involved in triathlon since 1985 and that he was in Avignon at the beginning of ITU in 1989 and had been an athlete, referee, and race organizer. He was in the organization committee of the Nice triathlon for 6 years and he was in the organizing committee of the Paris triathlon since 2009. DJ continued by saying he had been a French Executive Board member since 1996 and Treasurer of the French Triathlon Federation for 16 years. DJ was also a Board Member of ETU since 2009. The French Federation had been involved in ITU and ETU for many years, as ITU was founded in France, in Avignon and France had always supported ETU and ITU Presidents strongly. He said he was confident that they would continue to do so in the future as well and that is why DJ said he helped RB and other Board Members to build a new project for ETU. DJ asked for the vote and confidence of the NFs.

WT announced the results of **the vote for the Presidency**, which was met with acclamation: **Votes for Renato Bertrandi: 28, votes for Henk Van Lint: 2, abstained: 2.**

Oliver Imfeld (OI) from Switzerland said that SMS and DJ made it very difficult to choose, so he would not vote as he wanted both candidates on the Executive Board as they are both very good persons and can both help the ETU Board. OI is hoping that the person who loses the vote would become a candidate as Executive Board member.

MMK organised the voting for the election of the Vice President.

RT reminded Congress that more than 50% of the votes were required to be elected as Vice President and for Secretary General and Treasurer, whereas only a simple majority was required to be elected as a Board member.

KS was invited to address Congress by MMK and said she felt she did not need an introduction and proposed that the vote should continue.

SMS made a point about the election of Secretary General because a vote is planned for the Secretary General in the main Congress and because there are no other candidates here, she asked whether it was correct to wait until this afternoon to do it formally within Congress? WT replied that the lawyer advised to carry out the voting in the Extraordinary Congress rather than in the Congress this afternoon.

MMK then proceeded with the election with one candidate for ETU Treasurer, Ms Alicia Garcia (AG). AG said she was a member and Secretary General of the Spanish Triathlon Federation. She had been involved in triathlon since 1991, firstly as an athlete, then as an organizer. She stated she was currently executive director for the Madrid World Triathlon Series race. She continued by confirming that she had been active in the changes that some Board members had pursued, having been elected by Congress as Executive Board member in Holten in 2009. She was sure that changes were needed to help all NFs and ETU. AG expressed her confidence in taking the job as ETU Treasurer.

OS announced the result of **the vote for the Vice Presidency**, which was met with acclamation after WT confirmed SMS as new ETU Vice President: **votes for Sarah Springman: 18, votes for Denis Jaeger: 13, abstained: 1.**

MMK organised the vote for the election of the Secretary General.

MMK checked whether there were any nominations for the Executive Board from the floor. Denis Jaeger (DJ) was nominated by his NF, and was seconded by Norway. MMK informed Congress that six (6) Board Members would be elected. On a point of order, Congress was reminded that up to 6 boxes could be ticked, but the vote would be invalid if more than 6 were ticked.

OS announced the result of **the vote for the Secretary General**, which was met with acclamation after MMK had declared the election to be valid: **votes for Kathleen Smet: 30, abstained: 2.**

MMK asked Congress to appoint 2 additional scrutineers to collect votes for the Executive Board Members in order to speed up the process. Zara Hyde Peters (ZHP) from Great Britain and Zeljko Bijuk (ZB) from Croatia were chosen.

OS announced the result of **the vote for the Treasurer**, which was met with acclamation after MMK declared the election to be valid: **votes for Alicia Garcia: 29, abstained: 3.**

Subsequently, WT announced the results for the elections of the Executive Board members:

Henrique Arraiolos from Portugal: 23 votes

Johan Druwe from Belgium: 13 votes

Helmut Kaufmann from Austria: 12 votes

Eugene Kraus from Luxembourg: 22 votes

Sonja Oberem from Germany: 17 votes

Timo Pennanen from Finland: 13 votes

Krzysztof Piatkowski from Poland: 23 votes

Georges Yerolimpos from Greece: 16 votes

Denis Jaeger from France: 21 votes.

with the names of those elected being in red. The new Board members were applauded warmly.

Finally, WT announced that registration for the Annual Congress would begin at 14:15 and the Congress at 14:30 and handed over on behalf of himself and MMK to the new President, Renato Bertrandi, and the newly elected Executive Board. MMK thanked everyone for their patience and the scrutineers for the help through the voting process. RB closed the EC formally by thanking WT and MMK for their valuable contribution, which was warmly applauded by all.

Minutes were prepared by Kathleen Smet, ETU Secretary General and edited by Sarah Springman, ETU Vice -President.