



European Triathlon Union (ETU)

Minutes of Annual General Assembly

9 July 2015, Geneva, Switzerland

Part I: 13.30-15.15

Welcome and opening remarks

The President of the ETU Renato Bertrandi (RB) opened the Annual General Assembly and welcomed the delegates and guests. A special welcome was extended to Marisol Casado (MC) the President of the ITU. A special thank you was extended to the Swiss Triathlon Federation.

The Swiss Triathlon Federation President Patrick Schmid addressed the Assembly and welcomed all delegates to the beautiful city of Geneva. He was very pleased to be hosting this Assembly and the European Triathlon Championships that will host over 2000 athletes during the weekend, plus another 400 Swiss athletes racing in an open race. Furthermore 6 hours of live television will show the elite athletes on their individual event and mixed relay event.

MC thanked RB for the invitation. She remembered her first visit the Geneva Triathlon European Championships in 1999 accompanied by Juan Antonio Samaranch, who was at that time the president of IOC. She expressed the importance of RB' role within the ITU EB representing all the European National Federations. Europe is the top region within ITU when it comes to organising events and athlete performances. Important for ETU at this stage is the employment of a person working full time for ETU. MC found the European Games organized last month in Azerbaijan very important for the development of smaller NFs. In that context MC informed the NFs regarding the Olympic Solidarity Fund that all NFs can apply for within their NOC.

a. Admission and resignations of National Federations

Kathleen Smet (KS) reported that there are 42 National Federations affiliated to ETU at this stage.

There were no new admissions and no resignations over the course of the year.

b. Confirmation of register of voters and appointment of scrutineers

KS reported that there were 38 National Federations present, of which all were entitled to vote. They were:

Austria
Azerbaijan
Belarus
Belgium
Great Britain
Bulgaria
Croatia
Cyprus

Czech Republic
Denmark
Germany
Estonia
Finland
France
Georgia
Greece
Hungary
Iceland
Israel
Italy
Latvia
Liechtenstein
Lithuania
Luxembourg
Macedonia
Malta
Netherlands
Norway
Poland
Portugal
Romania
Russia
Serbia
Slovenia
Spain
Sweden
Switzerland
Turkey

KS went on to say that this number of countries was sufficient to constitute a quorum.

It was unanimously agreed that Yuval Hets (ISR) and Thales Panagides (CYP) would act as tellers and Lenka Kovarova (CZE) and Galina Shipovalova (RUS) would act as scrutineers.

c. Approval of the minutes of the preceding Annual General Assembly (Kitzbühel)

The minutes of the last meeting of the Congress held in Kitzbühel, Austria, were taken as read, approved and signed by the Chairman as a true record.

d. President's report

It has been an exciting period since our last Congress in Kitzbühel. In Kitzbühel we saw an excellent European Championship with a record high of athletes participating. This was not only the case for Kitzbühel but at the U23 Triathlon European Championships in Sochi we saw 23 National Federations participating. After the resignation of David Peddie, the ETU appointed Paul Groves as ETU Media

Manager. RB looked back on the events he had visited and the ETU and ITU Board meetings that have been organized. RB attended the European Olympic Committee General Assembly that took place in Baku, Azerbaijan with two main goals: the first was to visit the European Games Triathlon venue and the second was to find a way to include Triathlon in the Youth Summer Festival. At the moment there are 9 sports included (Athletics, Basket-Ball, Cycling, Gymnastics, Handball, Judo, Swimming, Tennis and Volley Ball). Triathlon is not one of them and so he used this opportunity to lobby for its inclusion. Now that we have made a formal request we do have a good chance to be included in the future. RB hopes that the success of triathlon within the inaugural European Games in Baku will open doors. RB celebrated together with the ITU and a lot of triathlon friends the 25th anniversary of ITU, mid-December in Avignon. It was an occasion for us Europeans to feel proud that our sport has grown so well but also a chance for us to remember that this year see us celebrate our own birthday of 30 years.

The strategy of ETU over the past year focussed on finances, development and races. On finances ETU was able to increase its reserves by reducing costs and increasing the income. Out of the participation of triathlon to the European Games ETU was given 220,000€ from EOC which the ETU Board decided to split the amount in 4 parts (2015 to 2018). Reducing costs would not have been possible without the help of the National Federations. On development ETU has a solid process. Above the 120,000€ ETU invested another 50,000€ into development coming from savings. On races we had the inaugural European Games in Baku and the Triathlon Club European Championships that will take part for the first time later this year. On races there is also a lot to look forward to in the upcoming years: the 2016 Youth European Championships Festival, the first Sprint Triathlon European Championships, the 2017 European Championships that will split up the sprint distance and Olympic Distance events and last but not least the 2018 Sport European Championships.

RB is pleased that the ETU Medical & Research Committee organised a survey on which a lot of the National Federations took part and the results will be shown by the M&R Committee chair Reinout Van Schuylenberg later on.

RB explained that the ETU is aware of the huge costs of the anti-doping tests for our Local Organisers and said the ETU is planning to organise a survey amongst the National Federations.

During the next period RB want to focus on a new administrative structure of ETU.

There were no questions or remarks on the President' report which was therefore accepted.

e. Secretary General's report

KS's Report reflected her activities as ETU Secretary General since the last ETU Congress held in Kitzbühel, Austria.

KS started with thanking everyone for their cooperation: the EB, ITU, the Committees, the National Federations and the Local Organisers' Committees off ETU sanctioned events. KS continued by giving an account of a day at the ETU office with about 30 to 50 incoming emails and up to 50 outgoing emails.

Focus has been on (daily) administration, events and development. One of the bigger administration issue is the ETU affiliation. Unfortunately not all NFs accept the deadline as on 31 March 'only' 31

NFs were affiliated to ETU while just before our AGA, so 3 months after the deadline, 42 NFs were affiliated. On events ETU is growing steadily with 36 ETU sanctioned events in 2015. KS was involved in producing and follow up of the event contracts, event fee invoices, communication with LOC, NF and TOs. On development main focus of the SG was on the ETU development team. Ks was particular pleased that 11 athletes that have being or are part the ETU Development team participated at the Baku European Games. In 2015 the team consist of 22 athletes from 9 developing NFs. The Baku European Games have been a great experience for the Azerbaijan Triathlon Federation, the participating athletes, the assigned Technical Officials and the entire team of Officials coming from many NFs as for ETU.

Coming up for 2016 is a survey on anti-doping tests and a general NF survey (as in 2009). KS invited Chris Kitchen to give more information on the purpose of the anti-doping survey. CK explained that the ETU is dedicated to ensuring that our sport remains clean and that doping cheats are found. The ETU is wanting to look at and analyse the provision, availability and level of Doping Test within the member Nations of the ETU for both In and Out of Competition Testing and to establish the costs for these services in order to help develop the ETU Anti-Doping Strategy.

Your assistance by responding to the survey will be of immense help in the development of the strategy that will help us support you, our member National Federations in your pursuit of a clean sport. Whilst information on your domestic out of competition testing and in competition testing at national events will be important we are very keen to establish the level and costs of In Competition testing at ETU and ITU events.

There are two sections; Part 1 is to do with Out of Competition Testing and Part 2, In Competition testing in your Country.

We would be grateful for your Federation's input into this so hope that you can spare a few minutes to complete this form.

f. Treasurer's report

Alicia Garcia's (AG) report had been sent out with all the other Annual General Assembly papers.

AG started with highlighting the ideas on the general management:

- continue with the process we have in place and that have proved to be successful
- change of the main bank ETU is using, from UBS Switzerland to Fortis Luxembourg
- as ETU has been and is planning of starting new projects this implicates that more work has to been done and therefore we need to take important decisions to be able to continue the same way we are doing at the moment.

AG showed a graphic overview of the income over the years (2012-2014). Due to an increase of our income that was higher than our expenses we have been able to increase our reserve. ETU will take a decision on how to invest a part of our reserve.

On the 2014 budget situation AG explained that the budget that had been presented at the previous General Assembly showed a deficit of 57,000€ while the final 2014 results shows a surplus of +7,900€. At the end of 2014 ETU had reserves of +222,483.88€.

AG then presented an analysis of where our income of 2014 came from and where our expenses are going to. AG then talked about the 2015 budget which showed expected total income of 377,256.84€ and total expenditure of 377,256.84€ which made for break even. Our income will increase due to our participation to the Baku European Games. ETU will invest all not spent 2014 development money into 2015 and will use as well a part of his reserves to increase the money spent on development. The overall ETU pool prizemoney will be increased by 5,000€ Furthermore ETU will invest into the first Triathlon Club European Championships and into a new administrative structure.

g. Audit Committee's report

Herwig Grabner (HG) presented the Audit Committee's Report made by Martin Breedijk (MB) in the name of all Audit Committee Members.

As an advisory committee, the Audit Committee has made an analysis of the accounts that are submitted for the approval by the General Assembly. It has had free access to the data it requested from the ETU office and especially appreciated the help and contribution from Alicia García and Stefano Mondello.

1. Accounts 2014. The 2013 financial statement shows a profit of almost €20,000 which is for the third year in a row a positive balance. We want to express our appreciation for the on-going solid financial policy of the board. This result has been attained by both extra income as well as less costs combined with under spending with development.
2. As for the 2015 budget, this is in balance. The board planned to invest money from the reserve of the ETU since the reserve is well above the agreed minimum of €150,000.
However, the ETU received the Baku money well before expected. Therefore the board decided to use this money for investment in Development, thus leading the reserve to be still well above the agreed minimum. The board will come with a strategic plan to invest the surplus of the budget in the coming year(s). The total payment of Baku will be €220,000. The board has decided to split this into four tranches of €55,000. Each year one tranche will be added to the budget, starting 2015.
The committee welcomes the swift payment of the Baku organisation and agrees with the actions of the board.
3. The board has decided to work with a standard budget of around €350,000 in the next years. If the ETU receives extra income above this standard budget it will be used for the development of the sport, especially for the youth. The audit committee agrees with this principle, and as a personal note would like to add that the board could also consider paratriathlon to grant extra development money, and hereby also appealing to the paratriathlon committee to present a strategic plan to the board.
4. From the spot checks on the accounting records, no deviations resulted from the actual books.
5. The decision to keep the Swiss USB account active while the process for the Erasmus+ project was ongoing is understandable. The audit committee advises the board, given the fact that the project has been rejected, to close the USB account as soon as possible.
6. The audit committee advises the board to present the budget earlier in the year. Through the budget the board makes clear what strategic plans they have for the coming year. The audit committee advises the board to present the budget for 2017 at the congress of 2016, which still

leaves room to adjustments to the work budget when major (financial) changes occur. By doing this the ETU budget can function more as instrument for planning the operations.

7. Finally, the audit committee would like to compliment the board for its policy to be very strict on expenses, especially their own. Seen in the light of some other international sport organisations the committee thinks that this board sets an excellent example of good governance.

After having offered the comments above, we would conclude that annual accounts over 2014 show a fair view of the financial situation of ETU.

Finally the Audit Committee, composed of Halil Kilicoglu, Herwig Grabner and Martin Breedijk recommends the Congress to approve the accounts over 2014.

There were no questions on the Audit Report.

After this report, AG asked to vote for approval of the Treasurer Report presented earlier.

Both the audit report and the treasurer's report were unanimously approved.

h. Executive Board Report

The report, made by Ian Howard had been circulated previously as part of the Annual General Assembly papers and was taken as read.

i. Reports of the Standing Committees

1. Development Committee (DC)

This report had been circulated with the Congress papers and was taken as read.

BSJ explained that the Committee organise through skype a monthly meeting with all members and a weekly "follow up" meeting with the Secretary, the Development Coordinator and the ITU Development Department.

The Committee distribute grants to development projects to European ranked in Category 2 and 3 for development projects within their country. Our purpose is to listen and understand National Federations plans and expectations to try to meet the National Federations financing needs.

The goal of the Committee is to improve our relationship and mutual understanding with every NF's step by step year by year.

The total budget spent in 2014 was 167,759€. Money has been spent on youth development (22,098€), coaches, inclusive education (25,869€) Technical Official courses (16,326€), equipment (20,872€), race participation (20,037€), training camps (32,944€), race organisation (5,500€), combi course (3,640€) salary and travel for the ETU Development Coordinator. For 2015 our budget is similar and will be spent in a similar way without the costs for a combo course.

BSJ finished by thanking his committee colleagues for their positive and constructive spirit. The debates are engaged and passionate but always friendly in the interest of triathlon and the ETU.

He thanked as well Zeljko Bijyk, our development Coordinator who always gives us valuable advice, Kathleen Smet, the ETU General Secretary and Zita Csovelyak, ITU Senior Staff at Development Department, both for their efficiency.

A special thank you to Werner Taveirne, our Committee Secretary for his administrative commitment. I want again to say that this committee would not work without Werner's involvement.

To close this report a special "Ciao" was extended to the ETU President and his board for their confidence, support and friendship.

There were no questions and remarks.

2. Technical Committee (TC)

This report had been circulated with the Annual General Assembly papers and was taken as read.

Committee Chair Jorge Garcia (JG) explained the Committees' way of working:

We have had 8 Skype meetings since the last congress, normally monthly, although we occasionally have the opportunity to meet at events in person (such as the European Games in Baku).

The main business of the meetings concerns the planning, operation and review of reports from events. Members of the technical committee act as liaison support to event Technical delegates. The assigned liaison will participate in planning including skype meetings and the pre event report.

Co-ordination across a series of events was found to be valuable last year (Tnatura series) to ensure all TDs were working in a similar way with the race organiser. This year, 43 events will benefit from liaison support.

Additionally the committee responds to requests for information and support from National Federations, event organisers, coaches and individuals, we have responded to queries post events regarding incidents in competition.

We support the ETU's expectations of TDs in limiting costs, supporting the performance of aTDs and SFTOs and their review.

Our link with the executive Board is Eugene Kraus, who participates in the meetings and supports communication between the board and committee

Each of the members have liaisons with the Technical Delegates assigned to the ETU events, in order to monitor the development of the events

The committee forwards requests to the ITU technical committee annually regarding changes to the competition rules, this year a proposal for a different coloured card to be shown in the event of AG athletes drafting was adopted to the rules.

Finally JG showed some figures regarding the total amount of assignments of European TO's for the ETU and ITU sanctioned events, the amount of TOs assigned for the Baku European Games and the growth of the amount of certificated TOs within ETU over the past 4 years.

There were no questions or remarks.

3. Medical & Research Committee (MRC)

This report had been circulated with the Annual General Assembly papers and was taken as read. The Committee chair Reinout Van Schuylenberg (RVS) showed some results regarding the research project that investigated the risks in youth high performance triathlon participation and the preventive measures taken by the different European triathlon federations. He identified those risks as: cardiovascular risk during training/racing on short (sudden death) and long term (exercise induced), eating disorder, extreme climatic conditions (while training/racing), overuse injuries, mental stress, drop out, (ab)use of food supplements and social environment school, peers,... . Priority goal for this research was to formulate recommendations on safety and screening issues. The survey was an online questionnaire and was sent to all affiliated National Federations. Questions were focussed on tests included in the medical screening for different target groups. 62% of the National Federation took part in the survey. Conclusions were that:

- Medical Screening (MS) was mandatory in almost 60% of ETU National Federation Federations
- Most federations focus on target groups to implement MS.
- Large differences in MS standards.

Recommendations are:

- Define the goal of medical screening:
 - Information, overuse injury prevention, cardiovascular screening, ..
 - Target group: youth, national team, AG, ..
- Medical screening must be performed by a medical expert (sports doctor)

There were no questions or remarks and the proposal has been accepted by the meeting.

4. Race Commission (RC)

Denis Jaeger (DJ), race commission chair unveiled the decisions made by the Commission in cooperation with the ETU Executive Board regarding events in 2016 and beyond:

- Duathlon European Championships: from 2017 on there will be a duathlon Championship for 2 instead of 3 distances for the elite categories, which are sprint and long distance. For Age Group athletes there will be 3 distances organised: sprint, standard and Long distance. In 2016 the Kalkar duathlon European Championships will host a standard distance for elite, U23 and Age Group athletes and a sprint distance for juniors, Age Group and para athletes. The Duathlon Long Distance Championships will take place in Copenhagen in conjunction with Powerman. This event will be open for elite and Age Group athletes.
- Triathlon: in 2016 we will have the inaugural Triathlon Youth European Championships Festival in Tiszaujvaros. This event will include an individual and a mixed relay race for athletes aged 15-17. Because the Youth will have a stand-alone event, the U23 European Championships will be a stand-alone event as well. Distance will be the Olympic Distance. Location of the U23 Championships will be announced in due time. For 2017 ETU will review the distance for U23 athletes and there is a

possibility we will go to sprint for that category. Also for the first time ETU will organise a Sprint Triathlon European Championships for elite athletes in Châteauroux on 26 June.

- Multisport: At present we are not in a position to decide whether or not to continue with Challenge, IPA and TNatura from 2017 onwards. First, we will investigate the possibilities on a Multisport Festival similar to ITU.

- Regional Championships Triathlon (Balkan, Baltic, Nordic, Mediterranean): the ETU Executive Board decided to allocate 150 points for all athletes competing. Points will count for both the European Cup ranking and for the ETU Points List.

DJ ended with providing some information on the first Triathlon Club European Championships later this year in Nice. The event formula will be a Mixed relay, following ITU rules, with at least 1 female and 1 male athlete, from the club's nationality. The spirit of the competition is to have "real" Clubs competing for the European title. For the 1st year the decision was to give the priority to the Clubs that belong to Cat. 5 NF. Then to Cat. 4 for the remaining slots. This 1st edition will be used to test and refine the rules of participation for the coming years if necessary. The clubs selected by their National Federations are: from Belgium : MO and Antwerpse Triathlon Club, from Denmark : Aalborg Triathlon Club, from France : Poissy and TCG 79 Parthenay, from Germany : Algemark Team TUS Griesheim and EJOT Team Buschhütten, from Russia : Cycle On and CSP – 1, from Spain: A.D. Ecosport Triathlon Alcobendas and Club Triathlon Diablillos De Rivas, from Portugal: Águias de Alpiarça, from Poland : KS AZS AWF Katowice from Great Britain Netherlands, Switzerland and Ireland: Clubs to be confirmed.

For the 2016 event the bid is open and ETU is ready to receive bid until 9 October, so, the candidates have the possibility to see the Test event, before confirming their bids.

4. Marketing Commission (MC)

The ETU Executive Board had decided to put together a Marketing Commission with as main goal to assist ETU to find sponsors. Sally Lockyer (SL) has been appointed as chair of the Commission. If within your National Federation there is someone interested to be part of the Marketing Commission please contact SL, RB or the ETU office.

Part II: 15.45-17.30

During the first part of the Annual General Assembly 1 more National Federation, Ukraine, registered which means 39 National Federations were present, of which all were entitled to vote.

j. Proposals of resolution to the Annual General Assembly

ETU received 2 resolutions. One from the Spanish Federation and 1 from ETU.

The resolution that was proposed by Spanish Federation was read by KS: focused in the objective to consolidate Duathlon as an attractive event for athletes and organizers, we kindly ask for the possibility to resolve to not split sprint and standard championships into two different championships.

In order to have only one duathlon championship with elite and U23 races in sprint and age group races in standard distance.

Jorge Garcia (JG), representing the Spanish Federation answered by saying that the resolutions is withdrawn by the Federation due to the information received from DJ on his race commission report even that the decisions can only be affective in 2017.

The resolution presented by ETU was read and explained by Ian Howard (IH): that the words “an honorarium” in Article 22.9 of the Articles of Association of the European Triathlon Federation be replaced by the word “remuneration” so as to more accurately reflect the current practice of paying for the clerical and administrative services provided to the ETU by Kathleen Smet.

Werner Taveirne (WT) replied and said that explanation of the word “remuneration” can be different and is so dangerous to use in this context.

Votes were in favor of the acceptance of the resolution. One abstention was noted from Belgium.

k. Elections

Audit Committee

Election of the audit Committee runs every 2 years. ETU received 3 nominations: Martin Breedijk (NED), Herwig Grabner (AUT) and Halil Kilicoglu (TUR). As the Committee contains 3 members the election was done by acclamation.

l. Dates and venues of European Championships 2016

The 2016 ETU Triathlon European Championships will take place in Lisbon (POR) from 27 till 29 May. The Lisbon LOC showed a presentation of the Geneva 2016 European Championship.

Furthermore videos have been shown from the Challenge Long and Middle Distance European Championships, from the 2018 European Sport Championships, from the 2016 Powerman Long Distance Duathlon European Championships.

Information was given by JG on the 2015 Banyoles Triathlon U23 & Youth European Championships and on the inaugural 2015 Cross Duathlon European Championships in Castro Urdiales.

Emil Stoynev gave information to the Assembly regarding the Burgas event that is bidding for the 2016 Triathlon U23 European Championships.

Châteauroux will be organising the inaugural Sprint Triathlon European Championships.

The bids for the 2016 Winter Triathlon and the Aquathlon European Championships is still open and the ETU Executive board is hoping to receive a bit within the next 2 months. Date and venue will be announced in due time. Also the bid for the Club Triathlon Championships is still open. Bids can be sent to the ETU office till 9 October.

m. Date and Venue of the 2016 ETU Annual General Assembly

RB announced next year’s AGA will be in Lisbon(POR) on the 26th of May 2016. The exact venue will be confirmed later.

n. Any Other Business

There was no other business.

Minutes were prepared by Kathleen Smet (ETU Secretary General) and edited by Renato Bertrandi (ETU President), Ian Howard and Chris Kitchen (ETU Executive Board Members)