



# European Triathlon Union (ETU)

## Minutes of Annual General Assembly

18 February 2017, Rome, Italy

### Part I: 9.30-12.30

#### Welcome and opening remarks

The President of ETU, Renato Bertrandi, opened the Annual General Assembly and welcomed the delegates and guests at the Italian Olympic Committee headquarters. A special welcome was extended to Marisol Casado the President of the ITU, Giovanni Malago, President of CONI and Luigi Bianchi, President of the Italian Triathlon Federation.

All of them were given the opportunity to address the audience.

#### a. Admission and resignations of National Federations

Kathleen Smet reported that there are 43 National Federations affiliated to ETU at this stage.

There were no new admissions and no resignations over the course of the year but were happy to welcome Moldova again as member of ETU.

#### b. Confirmation of register of voters and appointment of scrutineers

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

Armenia	Austria	Azerbaijan	Belarus
Belgium	Great Britain	Bulgaria	Croatia
Cyprus	Czech Republic	Denmark	Germany
Estonia	France	Georgia	Greece
Hungary	Ireland	Israel	Italy
Latvia	Lithuania	Luxembourg	Malta
Moldova	the Netherlands	Norway	Poland
Portugal	Romania	Russia	Serbia
Slovakia	Slovenia	Spain	Sweden
Switzerland	Turkey		

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

It was unanimously agreed that Oliver Imfeld (SUI) and Kari Uglem (NOR) would act as tellers and Mathias Zöll (GER) and Cyprian Dali (MLT) would act as scrutineers.

### **c. Approval of the minutes of the preceding Annual General Assembly**

The minutes of the last meeting of the Annual General Assembly held in Lisbon, Portugal were taken as read, approved and signed by the Chairman as a true record.

### **d. President's report**

The Presidents' report has been received by all of you a few weeks ago and the President will not go through all the activities that have taken place since the last Annual General Assembly in Lisbon but just focused on what has been strategical very important for ETU: financial stability, development and races.

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

### **e. Secretary General's report**

Kathleen Smet's Report reflected her activities as ETU Secretary General since the last ETU Annual General Assembly held in Lisbon, Portugal.

The Secretary General Report was received in advance, so Kathleen will not reflect on anything mentioned in the report but wants to come back to 2 of the 3 pillars ETU is focussing upon: races and development. On races the job of Secretary General is focussed on event contract, invoices related the event fees and prize money, follow up on TO activities and the shipment of medals, finish tape and branding material to all events. As a lot of money has been invested in the last couple of years by ETU in events a document has been created to show the influence of events since 2001 and goals have been determinate for the future of ETU events.

On development activities of the Secretary General have been were focussed on the ETU development team and as job as liaison of the ETU Board for the Committee.

As chair of the ETU Equity Committee goals for the future were made on which a new team can start working on in cooperation with the ITU Womens' Committee and ETU Development Committee Focus could be on creating a role model programme and on research regarding drop out of athletes, TOs and coaches when reaching a higher level.

Finally KS started with reconstructing the history of ETU by collecting information on the composition of the ETU Executive Board since 1984, the European elite Championships podiums since 1985 and collecting and digitalizing ETU constitution, minutes of Congresses,...

There were no question on the Secretary General report.

### **f. Treasurer's report**

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

The 2016 budget shows more income on event fees, non-existent liabilities and other income and less expenses on office costs (postage, phone, communication and equipment), events (medals and awards, Technical Official expenses, club races, branding and TV costs, bank charges, committees and development, which has been carried over to the 2017 development budget. More expenses

then expected have been made on LOC support, EB meetings and the Annual General Assembly. The final result therefore is -17.049€, while a -62.900€ was budgeted.

Alicia made a comparison on the income and expenses between 2012 and 2016. You can see a yearly increased income due to a yearly increase in event fees, the surplus of the Baku European Games and the increase of development money that however has been steady the last 3 years. This makes the total income grow from 118.636€ in 2012 to 391.725€ in 2016. On the expenses you can see that all activities related to events have been increased. Another increase has been in office costs as we have a salary person and recently also an office. We invest a lot of money in our events with the pool prize money, Junior National Federation pool prize money and the Club Triathlon European Championships that in 2018 is ready to stand on his own feet. Since 2013 also a lot of money is invested into development as this is one of ETU's core businesses and thanks to ITU for the budget. Alicia also showed the retained earnings and equity were the total in 2016 was 254.472,04€.

On the 2017 budget you can see it's planned to have -49.900€. On income we are planning a status quo on affiliation and event fees, Baku grand which was split in 4 equal parts spread over 4 years and sponsor income, a decrease on event fees and an increase on development income and for the first year we will cash also income on the Glasgow European Sport Championships participation, that will as with Baku be spread over 4 equal parts over 4 years. On expenses we expect an increase in Congress costs as for example we will support the developing NFs with 2 travel grants, 1 for Rome and one for Kitzbühel, and in development. A status quo is expected in office costs, events, LOC support and EB meetings.

Before formally approve the 2016 budget please listen to the ETU Audit Committee report.

#### **g. Audit Committee's report**

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 2016. The 2016 financial statement (at the time of 2 February 2016) shows a forecasted loss of approximately €16,500. This is in line with the proposal of the Executive Board (EB) to start to invest the reserves above the agreed minimum of €150.000 into development.
2. As for the 2017 budget, there is a projected loss around €50.000. The (EB) wants to contribute further to the development of triathlon in Europe. The audit committee acknowledges this important role of the ETU and therefore agrees with the budget, seen in the light that the reserve is well above the agreed minimum of €150,000.
3. The audit committee likes to praise that the EB for presenting the budget earlier in the year. Through the budget the EB makes clear what strategic plans they have for the coming year. The audit committee advises to present the budget for 2018 at the congress of 2017, 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.

4. From the spot checks on the accounting records, no deviations resulted from the actual books. However, the audit committee advises the EB to setup better rules for claiming expenses of flight, for example the requirement to send in boarding passes for flights.

After having offered the comments above, we would conclude that annual accounts over 2016 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 2016.

After this report, Renato 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 Eugène Kraus 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.

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.

There were no questions or remarks.

##### 3. Race Commission (RC)

Denis Jaeger, race commission presented his report.

The ETU congress is a good occasion to meet with all of the federations and it's good to see you all.

What I would like to present to you today, is a reminder of our situation and what we did on the races subject, in the last years.

I know that you all know very well this subject, but some graphs can be interesting to show the progress made, since Renato's team is in charge of the ETU.

The presentation is divided in 3 parts:

- 1- Statistics
- 2- Events
- 3- Collaboration with professional organizers.

##### 1- Statistics

- The 1st graph shows you the participation level and the increase in the number of participants in the European Championships. Mainly since 2014 when we were in Kitzbühel.

The main reason is the increase in the number of AG athletes, which doubled in 2014. We are now, close to 2000 athletes in total, at our Triathlon Championships.

We all know that the British bring in most cases, the biggest age group contingent. Our goal now is to grow the contingent of the other countries.

We have no magic solution, and the solution is probably not the same in each country. We rely on you to let us know, what could help you to increase the number of your age groupers.

- The second slide shows you the number of ETU and ITU races in Europe, over the last years.

We cannot draw any clear conclusion, but it is sure that in 2017, with five World Cups in Europe, it will have a negative effect on the number of our European Cups.

Kathleen has drawn a lot of statistics on cities and host countries and the full document is of course, available for you, if you are interested.

- On the 3<sup>rd</sup> slide, we see that there is, for our European Cups, a female participation of 1/3 against 2/3 from men. This has not changed for many years.

- On that 4<sup>th</sup> slide, you can see the minimum and the maximum of participation at our European Cups. Some races are very popular, and some other are more neglected.

Why ? We don't really know, but we can imagine a lack of information or communication, travelling and/or costs difficulties .

But all these E-cups are necessary for the good geographic distribution of our events.

- The 5<sup>th</sup> slide shows us the same with the Junior Cups.

Some races are full and some others only have few athletes.

This brings me to the end of my first point.

## 2- Events

Let's now take a look at our next topic which is the events that we have created since 2013, since our election in Alanya.

The topic is divided in different parts:

### 2-1 the Championships split

Our triathlon Championships were split into 2 events in 2005:

- Elite, Junior, AG and Para.
- U23 and Youth

But, as the Championship program has increased, it was not possible anymore to only keep these 2 events.

So we have chosen in 2016, to split our Championships into 5 events:

- 1) OD Elite and AG, Junior and mixed relay – that's our main event.
- 2) Sprint Elite, Para and AG
- 3) U23 individual and Relay
- 4) Youth individual and Relay
- 5) Club Championship

## 2-2 Club Championships

The 1st edition, was scheduled last October in Nice-France, but due to very bad weather conditions, with several died people over the night, the race couldn't take place.

The second 1st edition will take place in Banyoles – Spain on September 3rd.

It will be a mixed relay, following ITU rules, with at least 1 female and 1 male athlete, from the club's nationality.

It has been decided , so as the spirit of the competition is respected. We want to have “real” Clubs competing for the title, and the conditions that define a "real" club have been clarified.

At the moment, we have 19 clubs and 1 club from Portugal on the waiting list.

## 2-3 Multisport Festival

The ITU begins their Festival next year in Penticton-Canada; it is a Multisport Festival including the World Championships in Duathlon, Triathlon Long Distance, Aquathlon and Cross Triathlon.

The ITU 2018 edition will take place in Odensee- Denmark and the 2019 in Pontevedra - Spain.

We have decided to create, from 2018, the ETU Multisport Festival, with the same races than the ITU's one ,The bids are open and we are expecting some good news. Now, we have at least one application.

## 2-4 New Point allocation

For Regional Championships

For the European races

## 2-5 Youth European Championship and Festival

In 2016, the first Youth European Festival has been organized in Tizjauvaros (HUN) and it was a big success.

Categories:      European Youth Triathlon Championship individual    16-17 years  
                         European Youth Triathlon Championship mixed relay    15-17 years old

## 3- Collaboration with professional organizers.

### Challenge

The slide shows the big impact that our collaboration with Challenge.

Since 2012, which is not shown because it was Roth and that would have skewed the graph, we see a great evolution of our Half distance championship, and unfortunately, a slowdown of our LD championship.

There are several reasons, including the choice of the location is the major reason of the success of a race. But for the 2 years to come, Challenge has proposed 2 very well known locations. Almere- Amsterdam and Regensburg.

### Duathlon

From 2017, we will only have 2 Duathlon Elite Championships.

We have decided to keep only Sprint and Long distance.

For Age Groupers, we will continue to have Sprint, Standard and Long distance.

#### 4. Marketing Commission (MC)

Presented by Sally Lockyer, chair of the MC.

The Marketing and Commercial Commission has advised the Board and executed the following activities to support the ETU's business objectives.

##### 1. Branding

The ITU are planning to re-brand in 2017 for roll out in 2018. The ETU plan to follow the ITU and re-brand and will align to the same timeframe.

However, as outlined at the ITU Congress in Madrid, in 2017, to ensure a consistent, simple and recognised brand presentation for all European Championships, Cups and Junior Cups, the ETU have created a new brand architecture.

We will provide digital assets and brand guidelines as a service to all our federations/LOC's from 2017.

The brand architecture will be presented in full at the ETU Congress in Rome and the assets/guidelines distributed in February 2017.

We acknowledge some LOC's have already had their branding approved by the ETU prior to this process.

The branding has been designed by Mads Freud, Brandy. The Commission is very grateful to Mads and thanks him for his excellent work.

##### 2. ETU Website and Social Media

The Commission Chair, Sally Lockyer and ETU Board Member Chris Kitchen, met with the ITU in Madrid to review the new ITU website to be launched in December 2016.

The ETU website which mirrors the same framework, look and feel, will also launch at the end of January 2017.

An overview of the ETU website traffic from 1 Jan 2016 – 31 Dec 2016 shows continued growth. And peak page views and users are concentrated around the ETU Championships.

- 427,654 Page Views
- 80,261 Users
- 199,679 Sessions
- 37.4% are new visitors

Social Media: ETU also continues to grow its social media channels. Between Jan -Dec 2016:-

- Facebook - up 213%
- Twitter – up 18%

##### 3. Broadcast Strategy

The Commission developed a TV/Broadcast tender document for the ETU Championships and met with three potential broadcast partners - Forzum Ltd; Icaarrus and Broadreach Media.

Each company will present proposals by end January for review by the Board in February.

#### 4. Sponsorship

Analysis of European Championships' sponsors by category over past four years. This has helped determine thinking and ETU commercial strategy/propositions.

The ETU are in final stage discussions with a sponsor to extend the sponsorship partnership.

#### 5. European Sport Championships, Glasgow 2018

##### a. Communications Group

Paul Groves and Sally Lockyer are part of the ESC Communications Group and attend regular meetings to represent the ETU.

##### b. Branding

The brand asset management site (BAM) for the European Championships in Glasgow/Berlin 2018 are available for all NF's. Please follow the process as outlined below from the European Championships Management team:-

##### c. The BAM Site

Please find below the link to the site, which is ESCM's central hub for all brand related assets and artwork. Assets can be downloaded for use in all European Championships related communications.

<http://bam.europeanchampionships.com>

Version 1 of the Brand Guidelines is available to download from the site. The rules and principles laid out in these guidelines must be followed in order for artwork to pass the approval process.

There are different versions of the logos depending on whether you are using them on a light or dark background and whether it is for print or digital use, so we have included a 'File Format Rules' document on the site explaining which file formats are suitable for different applications. Please ensure to read this before downloading any assets as it is extremely important that the correct file format is used.

At this stage the core assets are available. As more assets are created and approved, including the sport specific logos, they will be uploaded to the site for use.

##### Registration:

Access to the site requires a username and password. To register for the site please click the link above and fill in your details under the 'register' tab. Once you have completed this step your account will be sent to ESCM for approval. Once approved you will receive an email requesting you to create a password, the site can be accessed from there.

Please forward this email to any member of your organisation (or external organisation, such as designers or agencies) who will use European Championships branding for communications including the creation of artwork, publications, websites and merchandise.

##### Approval Process:

In order to ensure a consistent and correct use of the Brand, we have an approvals process for artwork that is developed using the brand assets.



In principle, any artwork or merchandise produced using assets from this site must be approved by the European Sports Championships Management Brand Manager before they can be published.

You will find the 'Submissions Overview' tab in the top right-hand corner of the website. Here artwork can be uploaded for approval and its status reviewed. If artwork is declined a specific reason will be given and once amended the work must be resubmitted for approval.

This is particularly important for use in applications that will have a wide public distribution or exposure. For internal communications, we are happy to provide assistance to you to ensure correct use of the brand, but formal approval is not required.

Sharing of Assets:

The site will also serve as a repository for any artwork created by any of the stakeholders that may also be available for use by other stakeholders. We would like to encourage all stakeholders to share assets with others in order to reduce costs for all concerned. If you are happy for your artwork to be used by others, please tick the "public" box when uploading to the site.

Further Information:

If you have any questions regarding the BAM site, please contact: Olivia Whittle  
[olivia.whittle@escmanagement.eu](mailto:olivia.whittle@escmanagement.eu)

There were no questions.

Anti-doping update Chris Kitchen (ETU website 'be clean' tab)

## Part II: 3.30-17.00

### **j. Proposals of resolution to the Annual General Assembly**

No resolutions have been received.

### **k. Elections**

As ETU Executive Board member Ian Howard is no longer a candidate for a position within the ETU Executive Board, he took over the Assembly at this stage. Elections are by secret ballot. The ballot will be put in 1 of the 2 boxes. The tellers will do the telling and the scrutineers will control the telling. All have been appointed at the beginning of the AGA. There are 38 NF who are entitled to vote. Ian Howard will as well ask all candidates if they will stand for the position they are nominated for.

Ian Howard outlined the order of election prescribed within the ETU Articles of Association (AOA), beginning with the President, followed by vice-Presidents, Treasurer and Executive Board Members. After the elections for the Board we will continue with the elections for the standing Committees.

#### President

The only candidate nominated by his NF for this function was Renato Bertrandi from Italy. Ian Howard explained that even if there is just one candidate, the AOA requires more than 50% of the

votes cast in favour in order for this person to be elected. Ian Howard 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.

Ian Howard announced the results of the vote for the Presidency, which was met with acclamation: 38 votes in favour of Renato Bertrandi. RB will be the European Representative within the ITU Executive Board.

### Treasurer

Ian Howard organised the vote for the election of the Treasurer. Only nominated candidate was Alicia Garcia from Spain. Ian Howard announced the results of the vote for the Treasurer, which was met with acclamation and 38 votes.

### Vice-Presidents

There were 4 candidates who were given the opportunity to present themselves. National Federation could either vote for 0, 1 or 2 nominees. These were the results of the voting for the Members of the Executive Board announced by Ian Howard:

Vice-President (2 to elect)				Votes
Mr	Denis	Jaeger	FRA	28
Mr	Chris	Kitchen	IRL	20
Ms	Rian	Van Rampelbergh	BEL	9
Mr	George	Yerolimpos	GRE	14

Elected ETU Vice-Presidents are: Denis Jaeger and Chris Kitchen.

### Executive Board Members

Mads Freund rejected his nomination as ETU Executive Board member, meaning 12 nominees remained. All of them were given the opportunity to present themselves. National Federations could either vote for 0, 1, up to a maximum of 5 nominees. Within the entire Executive Board (President, treasurer and Vice-presidents) minimum 3 members should be from the minority gender.

These were the results of the voting for the Members of the Executive Board announced by Ian Howard:

Members of Executive Board (4 to elect)				Votes
Mr	Martin	Breedijk	NED	17
Ms	Maryia	Cherkovskaya	BLR	23
Ms	Irena	Chukanova	BUL	5
Mr	Herwig	Grabner	AUT	23
Mr	Peter	Klosz	ROU	11
Mr	Eugène	Kraus	LUX	25

Mr	Tomaz	Lucovnik	SLO	13
Ms	Sally	Lockyer	GBR	13
Ms	Galina	Shipovalova	RUS	17
Mr	Marcin	Sowinski	POL	2
Ms	Zita	Szabo	HUN	13
Ms	Rian	Van Rampelbergh	BEL	10

Elected as ETU Executive Board member are: Martin Breedijk, Maryia Cherkovskaya, Herwig Grabner, Eugène Kraus and Galina Shipovalova.

The new Board members were applauded warmly.

ETU President RB thanked the General Assembly for their confidence and is very committed to lead the Executive Board in the next 4 years. RB explained he is a team player and is accepting and indeed very happy with the results of the voting. RB wanted to thank Ian Howard and Krzysztof Piatkowski for their efforts in the past years within the Executive Board. Before going to the Committees elections Renato expressed his hope that whoever will be part of those Committees is willing to work as there are a lot of things to do and in his opinion the Committees are a very important part of ETU. The ETU Executive Board will again create 3 important commissions, a race, marketing and equity commission, so please inform us if you or someone within your NFs can contribute in one of those commission.

Ian and Krzysztof thanked Renato and found it interesting, challenging and hard work as ETU Executive Board member.

### Committees

#### a. Technical Committee

The Nominees and their votes were as followed:

Technical Committee (7 to elect)				Votes
Ms	Line	Amlund Hagen	NOR	23
Ms	Maisie	Bancewicz	GBR	16
Mr	Dirk	Bogaert	BEL	14
Mr	Mitja	Dečman	SLO	12
Mr	Jorge	Garcia Martinez	ESP	27
Mr	Andrey	Gudalov	RUS	13
Mr	Duncan	Hough	HUN	19
Mr	Hugh	Mcatamny	IRL	15
Mr	Peter	Muzicek	CZE	8
Mr	Alpár	Nagy	HUN	28

Mr	Walter	Scaramucci	ITA	14
Mr	Fritz	Schwartz	AUT	26
Mr	Julien	Vander Plancke	FRA	24

Elected as a member of the ETU Technical Committee are: Line Amlund Hagen, Maisie Banciewicz, Jorge Garcia Martinez, Duncan Hough, Alpár Nagy, Fritz Schwartz and Julien Vander Plancke.

b. Development Committee

As Maryia Cherkovskaya has been elected as ETU Executive Board member she resigned as nominee for the Development Committee. Also Eran Smadar rejected her nominations.

The Nominees and their votes were as followed:

Development Committee (7 to elect)				Votes
Ms	Armine	Antonyan	ARM	19
Mr	Pierre	Bigot	FRA	23
Mr	Darren	Combes	IRL	14
Mr	Peter	Klosz	ROU	24
Ms	Lenka	Kovarova	CZE	25
Mr	Tamaz	Liptak	HUN	19
Mr	Aldo	Lucarini	ITA	27
Mr	Daniel	Martin	AUT	19
Mr	Mitja	Mori	SLO	22
Mr	Werner	Taveirne	BEL	32

As we had a tie for the 7th elected development committee member a second election was organized between Armine Antonyan, Tamaz Liptak and Daniel Martin, which was won by Armine with 13 of the 38 votes.

The ETU Development Committee consists of Armine Antonyan, Pierre Bigot, Peter Klosz, Lenka Kovarova, Aldo Lucarini, Mitja Mori and Werner Taveirne.

c. Audit Committee

The Audit Committee consists of 3 members, who are elected biannually. They need to have experience in accountancy and may not be from the same country as one of the table officers. ETU received only 1 nominations from Israel, Michael Ziv. Michael Ziv has been elected by acclamation and the ETU Executive Board will co-opt two more members for the Committee for 1 year until the next Annual General Assembly.

**I. Dates and venues of European Championships 2017-2018**

The opportunity has been given to the organisations of the next European Championships to present their event to the Assembly. The following events will take place later this year.

The ETU Executive Board decided assigned the following events: 2018 Triathlon Youth European Championships to Loutraki, the 2018 Triathlon U23 European Championships to Eilat

**m. Date and Venue of the 2018 ETU Annual General Assembly**

Renato announced next year's AGA will most likely be in Glasgow (GBR) during the occasion of the European Championships. The date will be announced in due time.

**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) and Chris Kitchen (ETU Vice-President)