



European Triathlon Union (ETU)

Minutes of Annual General Assembly

30 May 2019, Weert, the Netherlands

Part I: 13.30-15.00

Welcome and opening remarks

The President of ETU, Renato Bertrandi, opened the Annual General Assembly, welcomed the delegates and guests in Weert. A special welcome was extended to Marisol Casado the President of the ITU, Tessa Geelen, alderman for sport at the city of Weert and Wim Van Oijen, President of the Dutch Triathlon Federation.

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

a. Admission and/or 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.

b. Confirmation of the register of voters and appointment of tellers and scrutineers

Kathleen Smet reported that there were 27 National Federations present, of which all were entitled to vote. They were:

Austria	Belgium	Great Britain	Cyprus
Denmark	Estonia	Germany	Greece
France	Hungary	Ireland	Israel
Italy	Latvia	Luxembourg	Malta
the Netherlands	Norway	Poland	Portugal
Romania	Russia	Serbia	Spain
Sweden	Turkey	Ukraine	

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

It was unanimously agreed that Andy Salmon (GBR) and Ria Damgren (SWE) would act as tellers and Cyprian Dalli (MLT) and Adina Dusa (ROU) would act as scrutineers.

c. Confirmation of the minutes of the preceding Annual General Assembly

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

d. President's report

This report covers the ETU activities since our last General Assembly held in Glasgow on August the 8th 2018. Almost 10 months have passed and in the mean time we had a great opportunity to meet in Dublin at our Presidents' Conference.

The Executive Board activities will be presented in a separate report. I would like to once more underline the great Team Spirit and commitment of all the Board Members, that working on a volunteer basis, are supporting all the activities that we are engaged in.

ETU must have great ambitions; as we recall it many times, we have the best National Federations, athletes, Race Organizers and Officials. Then our role is to drive innovation in our sport, always coordinating and in agreement with ITU. Our "Strategic Plan" has, by purpose, the same Vision and the same "Strategic Aims" as the ITU one, but all the support activities are adapted to our ETU's reality. In Dublin, I gave an update on the evolution of the activities we are working on in order to achieve our 4 key Strategic Aims. Now I can present to you the evolution till today.

2018 has been a fantastic season for our Races. 13 elite ETU Cups in 9 Countries and 13 Junior ETU Cups in 12 Countries. For the first time we organised our European Multisport Festival with an impressive participation of Age Groupers, around 2300. Another outstanding figure is the half a million € Prize Money that we offered to our Athletes. The 2019 season took off really well. The European Winter Triathlon European Championships in Romania had an encouraging amount of Athletes and at the beginning of March the Triathlon Season kicked off with the spectacular indoor Triathlon in Levin. This indoor formula looks really promising, fast and furious. Could be the ITU answer to the Super League format that has created attention within our Stakeholders.

Our development program is progressing well and, in 2018, for the second year in a row we increase our budget by 60,000 € a total amount of 200,000€. We are also very proud that, in addition, we decided to support Paratriathlon Activities, always using our own funds, from 2019 on.

I really want to thank the whole Development Committee for the great activities and their voluntary support .

To follow up all these activities with such a lean Administration structure, is really challenging. In the last years, our Administration costs are less than 10% of our turnover. Up to now this is working well, not only due to the great commitment of our Executive Board Members, but also because of the unselfish support of all our leading National Federations: thank you! This situation cannot last forever in the near future we must concentrate on creating a better structure.

The European Sport Championships held in Glasgow was a great success, with TV exposure and an audience never experienced before in our Sport. At the end of this presentation there are some slides that I have selected from the formal document which was forwarded to us only few days ago.

There were no questions or remarks and as the President' report was 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 Rome, Italy.

The Secretary General Report was received in advance, so Kathleen will not reflect on anything mentioned in the report.

Kathleen made an analyses of the National Federations annual reports received by the end of March. Regarding the use of social media: all 43 ETU NFs have a website, 40 use Facebook, 23 Instagram, 17 twitter and 4 have a you tube channel. 25% have term limits in their constitution. 37 NFs have paid staff, amount ranged between 1 and 82 staff members. 22 NFs use between 1 and 63 voluntary employees. NFs have between 0 and 1554 clubs affiliated, between 0 and 40.570 male and between 0 and 18.163 female athletes licenced. There are between 0 and 52.000 male and 0 and 10.000 female daily licences issued per NF. 37 NFs have sponsors or commercial partners, with a maximum of 12 partners. Regarding the Anti-doping programme, 32 NFs have a national programme, 35 a pool of athletes at their NADA, 41 organise elite testing of which 8 only in competition, 4 out of competition and 29 organise both. 28 NF organise as well AG tests 41 NFs are organising several National Championships, which means 2 NFs do not organise any national Championship. On triathlon: 41 organise sprint distance, 32 standard distance, 32 Middle distance and 19 Long distance triathlon. On duathlon 26 NFs organise a sprint distance Championship, 25 standard distance and 12 a Middle distance Duathlon. 24 NFs organise an Aquathlon Championship and 1 an Aquabike event. 23 NFs have national Championships in Cross Triathlon, 13 on Cross Duathlon. 9 NFs organise a Winter Triathlon national Championship.

Finally Kathleen asks to respect all the deadlines put forward by ETU.

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 2018 budget expected a loss of 50,000€ but budget situation on 31 December showed a plus of 17,228.36€. This was due to 17,779.230€ more income as expected and 49,449.13€ less expenses than budgeted. There was more income in event fees, development due to currency difference from USD to Euro's, bank interest and non-existent liabilities. On ITU Development there was less income than expected due to currency difference from USD to Euro's. Less expenses than expected were made regarding the Annual General Assembly, Gala and Presidents Conference, Executive Board, Office Costs, development and other expenses. The Bad debt was higher than predicted as the expenses made on committees. The reserve of ETU is now 282,016.81€. The Board decided already in the past that an amount of 175.000€ would be a good reserve so we need to continue to invest money.

Before formally approve the 2018 budget please listen to the ETU Audit Committee report.

g. Audit Committee report

The Audit Committee report, made by Hendrik Fehr, Patrick Schmid and Michael Ziv had been circulated previously as part of the Annual General Assembly papers and was taken as read.

Finally, the Audit Committee recommends the Annual General Assembly to approve the accounts from 2018.

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. Budget 2019

The budget has already been presented at the Presidents' Conference and has been explained again in the Annual General Assembly papers. It shows an income of 461,500€ and expenses of 516,000€, so a loss of 54,500€ meaning we are investing a part of our reserves. The income is less than the result of 2018 as other fees were 175,000€ from Baku and Glasgow income while in 2019 we only have in the budget 80,000€ from Glasgow income. On sponsors and event fee we predict more income than in 2018 as we have besides Nirvana also On shoes as sponsor and we have more races on our calendar in 2019 than in 2018. On expenses we foresee more expenses on the AGA, Presidents' Conference and Gala, Executive Board travel, Committees and office costs, this due to salaries, office equipment, phone costs, communication, shipment and other small costs. Also on development we foresee more expenses as we have new paratriathlon support programme. As there are more events planned the LOC support, Technical Official travel and the purchase of medals, gifts and finish tapes. We foresee also more expenses on TV & media and on marketing and branding.

Remarks on the 2019 budget is that from now on that all the treasurer documents will be stored in the cloud, more regular meetings will be planned between the development secretary and accountant and legal advice agreements will be organised.

The 2019 budget has been approved.

i. Executive Board members' Report

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

Part II: 15.30-17.00

j. Committees and Commission Reports

i. Development Committee (DC)

The report had been circulated with the Congress papers.

There were no further questions or remarks.

Development Committee chair Aldo Lucarini (ITA), Secretary Werner Taveirne (BEL) and Development coordinator Zeljko Bijuk (CRO) presented the Committee members and advisory members and presented an update on the projects, NF and General projects, and on the budget. They went more in detail regarding the procedure timing of the committee were in the first quarter of the year the committee is waiting the results of the ITU survey. In September the Committee invites the NFs to submit their national development proposals. Early November the ETU Board define the ETU Development budget and the Committee meets face-to face to select the common

ETU and NF development projects. In December the ETU Board approves the development projects and budget, split under ETU and ITU budget, and the Committee secretary communicate to the NFs the approval of the projects and budget. In January the Development contract between ITU and ETU is signed, including only the ITU budgeted projects. In the occasion of the Presidents' Conference, usually in February, face-to-face meetings take place between the committee members and NF Presidents. September 15 is the deadline to change NFs projects and December 15 is the ultimate date for submission of invoices.

There were no questions or remarks.

ii. Technical Committee (TC)

This report had been circulated with the Annual General Assembly papers.

Technical Committee chair Jorge Garcia (ESP) explained that a working group is in place to assign the TD and aTD, together with ITU Technical Committee. In 2018 there were 31 ETU events on which in total 35 Technical Officials (TD) and 24 assistant Technical Officials (aTD) were assigned to. He explained as well more in details the work pattern of the committee. 1 ETU Technical Committee member is also a member of the ITU Technical Committee. The ETU Technical committee meets once per month on skype were they follow up the events progress and the event reports. Specific liaison of one Technical Committee member to each Technical Delegate assigned to an event, to assist effective planning.

A big number of European technical officials have been assigned with main positions as Technical Delegates and Head Referees for WTS Events, World Cups and World Championships, in Europe and outside Europe.

Finally Jorge showed the list of European assigned Technical Delegates for the 2020 Tokyo Olympics.

There were no questions or remarks.

iii. Race Commission

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

Chair of the Race Commission Herwig Grabner showed the figures of the 2018 season, the 2019 calendar and explained the changes in the ETU ranking for the 2019 season. At Junior level regarding the individual ranking also the Youth European Championships will give points. All athletes can have points if they are within the 5%, men , or 8% women cut of time. A maximum of 4 races will count. On the Junior NF ranking there will be also points for the mixed relay, both at the Junior as the Youth Championships level as also at mixed relays European Cups, with a maximum of 3 events.

There were no questions or remarks.

iv. Marketing Commission

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

Chair of the Marketing Commission Chris Kitchen updated the audience on the actions since the Dublin 2019 Presidents' Conference. ETU was able to attract a new sponsor, On Running, who will

sponsor both product and cash to help support our development programme. On running can be added to our existing sponsors: Nirvana, our travel partner, Dare2Tri and Scicon, both Junior support and Austral who is our kit supplier.

On Media we are aiming to have more live streaming through Europe.triathlon.org/Live. Therefore LOCs and NFs have to provide us the links. The Media Commission is doing some initial work on a small series of Junior Cups to be covered by both the ETU and the LOC. Also ETU just finalised a MOU with EBU. It is a 3 year deal to distribute major triathlon Championships however this implements several broadcast requirements.

On branding the good news is that a vast majority of ETI events now complying with ETU branding guidelines.

We are also keen to provide a standardised template for event websites. The plan for 2020 is to provide a cost effective Event Website design and build service. It is anticipated that the costs will be very competitive based on volumes. By grouping together not only do we think this can be provided more cost effectively but it will provide a consistent approach to event websites.

Finally ETU will also change their name to triathlon Europe and accordingly also the logo will change

There was one question from Johan Druwé (BEL) regarding the change of the name as when this will be effective ETU should change as well the articles of Association using the new name. But according to Chris this is not necessary as our legal name will still be European Triathlon Union and the trade name will be Triathlon European.

The ETU Board would also like to update all delegates regarding the outcome of the round tables organised at the Dublin Presidents' Conference. There were 3 round tables:

Regarding licences facts are that licences are a big part in the NFs budget and that NFs use them to control the sport. Next steps for ETU regarding this is to create a working group regarding how ETU can help NF with Licencing. This group needs to try to have a database with the situation in each country, at least to know regarding the insurance what we can expect from each NF.

Events, the lifeblood of our sport. Main action point for ETU is to work with ITU on guidelines or guiding document how to approach commercial organisations. Other possible actions might be as there was an agreement that we need to put more emphasis on our strengths and added value, it might be an idea to send out an inquiry to all the federations to gather best examples. For example, in some countries (like France) the NF collects the daily license itself. This saves Ironman time and energy and gives the NF more control over the day license and better cash flow. Might be that there are more examples.

Raising the profile. ETU has 4 actions points. Point one is to set up an ETU NF resources area with marketing plan templates, event countdown templates for marketing events, share research on consumers profile, statistics and marketing plans for Ireland, Great Britain, Norway, Germany and other countries. Point 2 concerns the website were we should look into the potential to provide templates and an event website creation option, all NFs have to have a website and providing a template will help event organisers and build the ETU Brand. Point 3 is to have a look into event streaming options and partnering with LOCs to deliver live streaming. Point 4 and final point is to

provide a formal mechanism for NFs to send “good news” stories to publish on the ETU Website Social Media Platforms

k. Proposals of resolution to the Annual General Assembly

No resolutions have been received.

l. Elections

1. 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. 4 nominees were received however 2 were after the deadline. The Board questioned the delegates if the late nominees could be accepted or not. After discussions with Ola Silvdahl (SWE) and Johan Druwé (BEL) the following procedure has been agreed: the 2 nominees that were received on time are elected by acclamation for the official 2 years term, the nominees that came late were accepted and elections will take place for those 2 nominees and they will be elected for 1 year only. Following these procedures Hendrik Fehr (LUX) and Patrick Schmid (SUI) were elected for 2 years and Michael Ziv (ISR), who won the elections with 19 votes, for one year.

2. Development Committee

As Development Committee member Lenka Kovarova resigned there was 1 open position for the Development Committee until the next elections in 2021. ETU received 2 nominations: Ljudmilla Medan (SRB) and Odysseas Patsalides (CYP). The elections were won by Ljudmilla with 15 votes.

m. Dates and venues of European Championships 2019-2020

The ETU Executive Board announced their decision on the assignment of the following events: 2020 Triathlon European Championships to Tartu (EST), the 2020 Triathlon Youth European Championships to Alanya (TUR), the 2020 Middle Distance Triathlon, Aquabike and Aquathlon European Championships to Walchsee (AUT) and the 2021 Triathlon Youth European Championships to Zagreb (CRO) and the Long Distance Triathlon European Championships to Almere (NED). Earlier, at the Glasgow Assembly, the 2020 Sprint Triathlon European Championships was assigned to Malmö (SWE). No bid has been received for the 2020 Winter Triathlon European Championships, the 2020 Duathlon European Championships, the 2020 U23 Triathlon European Championships and the 2020 Triathlon Mixed Relay Club European Championships. The bid process will therefore be prolonged till September 1st.

The opportunity has been given to the organisations of the next European Championships to present their event to the Assembly.

m. Date and Venue of the 2020 ETU Annual General Assembly

Renato announced next year's AGA will be in Tartu (EST) at 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)