



European Triathlon Union (ETU) Minutes of the Annual General Assembly (AGA)

27 August - Virtual

Introduction and legitimacy of the Annual General Assembly webinar meeting

Vice-President Chris Kitchen opened the AGA and welcomed all delegates. First came an explanation of the webinar meeting and all the procedures. Chris is the facilitator of the meeting and the AGA minutes will be prepared by the ETU Secretary General, Kathleen Smet.

Only voting delegates, one per National Federation (NF), will have voting rights. Other delegates can view the Assembly via a private You Tube Channel, meaning the Channel is not open for public.

Once attendance has been confirmed, delegates will be muted during the presentation of reports and delegates and guests are asked to remain on mute.

Presentations and elections will be in the order as outlined in the agenda. The reports, sent to you 30 days ago, will be taken as read with a short update. During each report presentation, attendees will have the opportunity to ask questions using the Q&A control. All questions submitted will be dealt with after each presentation.

There will be 4 polls for which each delegate will be asked to vote: approval of the 2019 AGA minutes, the 2020 Extraordinary General Assembly minutes, elections for one position at the Development Committee and one position at the Audit Committee. Once a voting poll is launched, the voting poll will appear on the delegates screens within 30 seconds, voting will be open and must be completed within 90 seconds. Voting results will be shared with all attendees on their screen within 90 seconds of vote closing. A test poll was launched.

When the meeting formally closes ETU will take questions under Any Other Business, of which previous notice has been given to the Secretary General or reaches a 2/3rd majority.

After the official closure of the AGA, we will have an open session where all attendees will have the opportunity to raise their hand and will be unmuted to ask a question.

Legitimacy of the AGA. We have no section on virtual meetings in our Articles of Association and as we are registered under the Luxembourg law, we asked the opinion of Luxembourg lawyers and they

agreed for the meeting due to covid adaptation. We will ask each delegate if there is any objection when we confirm the register of voters.

Welcome and opening remarks

Renato Bertrandi welcomed everyone to the 36th Annual General Assembly of ETU. It is great to hear you all and we appreciate the time you spend with us. We had the Extraordinary Annual General Assembly earlier this year and now we have the first virtual AGA. I would like to introduce our guests: Marisol Casado, Antonio Arimany, Zita Csovelyak, Gergely Markus, Enrique Quasada. We also have guests outside of Europe: Justin Park, Lim Seungjun and Barry Siff. A big thank you to the Irish Federation for setting up this webinar AGA.

Marisol Casado, ITU President, addressed the audience.

Dear President Renato, Dear Presidents,

This year has been unlike any other in our history, I can tell you that, and first of all I wish that you, your families, and all your NF members are staying safe and healthy in these challenging and difficult times. We are all slowly going back to this “new normality” that no one knows what exactly is, but I am sure that it will bring some challenges but also some new opportunities ahead.

Let me start this speech by reassuring you all that the relationship with the National Federations is key for us, it has been always one of my priorities, and is now an even more important due to the fact that the new normality after the pandemic is giving us fewer opportunities to meet face to face. We usually say that we keep the athletes at the heart of the ITU, and that of course is true, but let me add one thing. We also have the National Federations at the very heart of our organization. Without you, your athletes, your events, your support, your commitment, we would be nothing.

As you all know, ETU was my first international house, where I started my international career, and I am always honored to be here. And I want to take this opportunity to start by expressing our most sincere gratitude and congratulations to not only the ETU, but also to the National Federations that have already resumed competitions, not only at a national level but also organizing international competitions.

I was thrilled the last few weekends to see the competitions in Riga and Olsztyn. I know the great efforts these National Federations, local organisers, officials and ETU have done to put us where we all want: back on the blue carpet. I know we are all working with the World Triathlon COVID-19 Guidelines for Event Organisers in light of the pandemic, and it is of paramount important that the guidance is followed to ensure the safety of everyone involved in the races everywhere. That has always been our priority and must continue to be at the forefront of every aspect of the race. You have proved already that events can come back in a safe manner, and you have all of our respect and appreciation. Hopefully, many more will follow in the upcoming months so that we can go back to a certain normality. Again, thank you all for this.

It is remarkable the contribution that ETU is doing in the last years not only to the World Triathlon Executive Board, but also to all the Committees and Commissions, proving that the European leaders are committed with the organization and willing to invest their time, knowledge and expertise on making our sport better for everyone. We currently have Europeans chairing eight of the 10 Committees of Word Triathlon, and that’s something you all should be very proud of. Your

leadership, under the guidance of Renato and the ETU Executive Board, has made our organization grow not only in Europe, but everywhere. And your National Federations are helping developing the sport in many other aspects.

Now that is the time for presenting nominations for many positions on the World Triathlon Committees, I can only encourage you to do so, to continue this magnificent work.

Another remark I want to do is that I want to thank each and every one of you for your contribution to the National Federations Survey. Our Development and National Federations Relations team has done an incredible effort to get the results of the third survey up, with the contribution from all National Federations, and we now have a clear picture of what is the real situation everywhere. It might seem like a tedious task for all of you, but for us is really important to have direct and continuous feedback from you all, so that we can manage all our resources in the most efficient way. You will all receive in the next day's your own copy of the results to then work with our staff on refining some answers or information missing, to have the final report ready for our Congress in November.

We have consolidated an important fund for Development in Europe. I know sometimes is not easy to explain why we give Development funds to Europe as it might not be perceived as a region in need of these funds, but in the last years Renato and all the ETU Board has been using these funds in the most effective and productive way, so that now Europe is also a leading continent in this area. 2020 has been a will be a challenging year on this matter, but I can assure you that Europe is setting a trend, and I really think that you all should be proud of this. Of the way you are investing in development, on the commitment you all show to these programs. We will continue with this support, helping Europe to grow.

I really want to thank Renato for aligning the goals of ETU to the goals that we have set up for us in World Triathlon, so that it was easier for all to work together with the same goals and most importantly, with the same vision. We need to continue working that way, aligned so that we can improve together.

I am also working with Renato, as with the other Continental presidents, to define and structure in the most effective way the role of the Continental Confederations, that we have learned from experience that it has to be a bit more clear and defined in the next four years.

As you know, both World Triathlon and ETU are currently going through a rebranding process. I am beyond excited to tell you that our new image will be stunning, and it will be not only a change on the logo, it will be a new vision for our sport that I am sure that it will help us all to reach new limits. I cannot break the news now and show you, but you will be the first ones to know how we will look like. Save the date on your calendars: October 1st.

We still don't know if our Congress, on November 29, will be hybrid or fully virtual, we are waiting to see how the pandemic evolves to take a decision, but in any case, I really hope to see you -either virtually or in person- in November. It will be time for elections, and as you all know I will be running again for the Presidency, but I will chat with you about that on another occasion. This time today is to talk about you, your National Federations, the ETU and how we all work together to

continue organizing events in the Continent, to give the maximum to our athletes and coaches, and to survive the best we can to this pandemic that is having a massive impact on all of us.

Thank you all so much, and see you soon.

a. Admission and/or resignation of National Federations

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

b. Confirmation of the register of voters

There were 36 National Federations present, of which all were entitled to vote. They were: Austria, Azerbaijan, Belarus, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, France, Finland, Georgia, Germany, Great Britain, Greece, Hungary, Iceland, Israel, Italy, Ireland, Latvia, Luxembourg, Moldova, The Netherlands, North Macedonia, Norway, Romania, Russia, Serbia, Slovakia, Spain, Sweden, Switzerland, Turkey and Ukraine.

There was no objection of any NF to have this AGA virtual.

c. Confirmation of the minutes of the preceding 2019 Annual General Assembly and 2020 Extraordinary General Assembly

The minutes of the last meeting of the AGA held in Weert, the Netherlands and Extraordinary General Assembly, virtual, were taken as read, approved by 31 votes and 1 abstention, having 35 NFs present as one has connection problems, and signed by the Chairman as a true record. After the first vote, regarding the approval of the Weert minutes Poland joined the meeting, which means 37 NFs are present.

d. Presidents' Report

Dear Presidents, delegates and friends.

The presidents' report that you have received with the complete documentation of the AGA, was written a few weeks ago, is till actual, and I hope you had the opportunity to go through it and I will give it for read.

In my contribution now I want to highlight only some points and, and at the end, I will be pleased to answer all your questions.

Today is August the 27th and when I wrote my report I was really hopeful to present it in Tartu at the AGA in front of you all and to have the pleasure to meet you in person.

We have kept the hope to stage our European Championships as planned in Estonia till the very end. I want to thank Margus Lepik, the Estonian President, for his commitment and with him, all the Federations and LOCs that have their races scheduled this year.

It has not been easy and on the many zoom calls we had almost on a weekly basis, we got to know each other well. Thank you again. And congratulations to Latvia and Poland to host successfully the first events.

I know that at the National level you all have been struggling to keep your activities in place, no matter the side of your NF and in some cases even to survive. Lack of races, problems with Sponsors, lack of governmental help and so on.

During these difficult months what came clear to me is the Passion and Commitment in all of you.

35 year ago took place the first edition of the Triathlon European Championships in Immenstadt. Board member Eugène Kraus brought it to my attention. Looking at the results we see: Johan Druwé, Belgian National Federation President, who was 38th with the best run split, faster than Rob Barel. Walter Zetting, Austrian Triathlon Federation President, who was 109th with the best swim split. Also Con O'Callagan and Joop Van Zanten, founding members of ETU took part as well.

Yes, we are here now as Presidents, Delegates, we play a political role but Triathlon is in our Skin.

The ETU Executive Board is working with your same enthusiasm and commitment. A big thanks goes to Denis, Alicia, Chris, Maryia, Martin, Eugène, Galina and Herwig. They are all professional, play an important role in their NFs and work as volunteers for ETU and are doing a great job. We are really a good team. A big thank to our Secretary General too. We have been working a lot during these difficult months with weekly EB and the only thing that has to be updated in the report you have in your hands, is the number of zoom calls that at present, has exceeded 150 ! it was 50 at the time of the report.

By the end of July Paul finished his collaboration as ETU Media Manager with us. It was a decision taken in agreement about 1 year go with effect in July 2020 in order to give us the possibility to get organised and find a replacement. Since the beginning of July we have Amé Venter on board. Welcome Amé. Chris will properly introduce her during his contribution. Paul was our Media Manager but, most of all, a good loyal friend. He loves Triathlon so much that I am sure we will see him in the future at our events.

Where will be our future meetings?

I am confident that the ITU Congress in Paris will take place in the Hybrid form for giving the possibility to the NFs that can attend, to be there in person.

We could finally meet in person and have our Continental Confederation meeting.

It is an Elective congress then is very important for us to select the right candidates, especially the European ones, not only for the Board positions but also for the various Committees.

The Pandemic has affected, is affecting and will also affect in the future the Sport and we have to be strong to face new scenarios.

Then the next occasion will be around February next year. As we did 4 years ago we have decided to have the Elective Congress and the Gala first and the President Conference during the European Championships in 2021. The date and location were already defined but, at present, due to the situation, it has to be reconfirmed. We will keep you posted as soon as we have the final confirmation.

A final word on the Pandemic.

It has hit our personal lives at all level and is affecting the Sport in general very deeply, just look at football, Cycling... . We are living now a period of instability and uncertainty. The only thing that is clear to me is that we cannot think that our Sport, as it is now, will be the same in the future. The consequences of the Pandemic, at the end, will not be limited to the Health and will not stop with a vaccine. Is making us rethinking on priorities and, for this reason, we must be ready and open to changes. Our Sport, that is young and by tradition curious and open, is in the good position to get the opportunities that are created out of this crisis.

Stay together, share the best practices and we will come out stronger!

There are no question or remarks.

e. Secretary General Report

The work of a Secretary General of a sport Federation usually does not change that much year by year. We prepare around the same time the same documents: on affiliation, on events, on development,... . There are the annual meetings to be organised and prepared, like Board meetings, Presidents' Conference, Gala and AGA.

Only, this year was different in every possible way. It was a busy, stressful and I must admit sometimes a disappointing period. However I am very proud and happy, that with the help all of you: NFs, LOCs, ETU Board and staff, ITU and some NF junior coaches to be able to give the athletes some challenges for 2020 with the European Cups, Junior European cups and last but not least the Next Generation Challenge we organise.

I can only hope that next year it will be just one of those 'normal' years and that we are able to meet face by face. Until then stay healthy and together we keep triathlon strong in Europe.

There are no questions or remarks.

f. Treasurer report

The treasurer's report and 2019 Financial statement, Audit Committee report and 2020 budget was presented at the Extraordinary General Assembly.

g. Executive Board Report

Dear friends, this is a short summary of the report you've already have in the text format. Every year the Executive Board is working to drive ETU forward but this pandemic year is so much special and efforts have been doubled if not tripled.

So...

The list of what has been done just in 2019 but now perceived as if it was... from the ancient times. So just to remind you: one: U23 ranking system has been created and implemented. Two: doping-control at the Junior European Cups became mandatory. Three: a special grant for the innovation ideas for Sport of Triathlon has been launched. Four: new European Championships containers (starts from 2021) has been created and presented/ Five: test year with event's online streaming/broadcasting

In 2020 we were preparing for the annual.. and exciting season but have been locked inside our houses, locked by the Virus. It was a time of our weekly zoom meetings, when the future of the events, alternative types of activities were discussed and implemented.

I am proud to be part of this work, it was and it is a really team work. Thanks every NF, thanks ITU team for collaboration and working closely and thanks Renato for leading us.

There are no questions or remarks.

g. Committees and Commissions Report

1. Development Committee

Aldo Lucarini, President of the Development Committee to speak. He showed first the names of Committee members and the fact that a new member will be elected later during this meeting, as a replacement for our dear friend who passed away, Peter Klosz. It will only be for a few months but he can get familiarized with the way we work.

Overall budget is more or less 200,000€ and is divided this way that 60% is going to general projects and 40% to NFs projects.

In 2020, because of the pandemic, most of the general projects are pending. Due to travel restrictions there will be no development camps however Zeljko is working hard to have a camp later this year. We only had 1 race for our Development team, in Olsztyn and the Youth Festival is cancelled. We might have 1 TO seminar in Moldova. So far 1 coaches course is planned Slovakia. We will see what is possible to do in the last four months period.

23 NFs were invited to submit projects and 48 projects were approved. The NFs are doing their best to realize them totally or partially. 5 NFs, so far, asked to modify their projects, in order to adapt them to the new situation. The Committee will be very flexible in the evaluation this year but please note that the time limit to change any projects is 15 September.

The goal for 2020 is to carry out in safety as many activities as possible. For 2021 the first goal is coming back to normality, but this is not in our hands.

We have planned to improve the efficiency and the effectiveness of the Committee, implementing some structural internal reforms. This document has been presented to the Board for approval. We have also planned a more challenging evaluation of the National projects, strongly focuses on the real needs of federations, as they come up from the results of the ITU survey.

There was one question from Emil Stoynev (BUL) regarding the planning of the level-1 coaches course in Bulgaria. Aldo replied saying that there are 2 problems: the local and travel restrictions due to Corona and the political situation your federation is in now with another NF being recognised by the Bulgarian sport authorities.

2. Technical Committee

Jorge Garcia, President of the Technical Committee to speak. The Committee organises monthly meetings among the members with Eugène as Executive Board representatives. This year was the first year that there was an agreement to have opportunities for Self-funded Technical Officials with accommodation and meals covered for all the ETU events. We are the first confederation to apply this. There is a big coordination between ITU and ETU for the TD and aTD assignments. The assignment of the TDs for Munich European Sport Championships 2022 have been made.

Goals for 2020 and 2021 to continue work strongly with LOC and TDs for the upcoming events in the covid-19 context and to continue working with the same pattern as previous years, with regular calls to have to best support from the assigned TO to the LOCs. Thanks Kathleen for the support of the office, Eugène for his support to the Committee and the entire board for their assistance.

There were no questions and remarks.

3. Race Commission

Herwig Grabner, chair of the Race commission welcomed everyone. You received all the information regarding the 2019 season so I therefore focus on the 2020 season. Thanks to the commission members, the Technical Committee and the ITU sport department for their assistance. Claire Michel has been added to the commission as elite athlete.

2020 race calendar European Championships was showed on the screen. 2 events took place prior to the pandemic: Cheile Gradistei Winter Triathlon Championships and the Punta Umbria Duathlon Championships. One Championships is still on the calendar, the Alhandra Triathlon Mixed Relay Club European Championships. All other Championships unfortunately are cancelled, like Middle Distance Triathlon, Aquathlon, Aquabike, sprint and Standard distance Triathlon, Youth and U23 Championships.

2020 race calendar European Cups and Junior Cups calendar was showed. Riga and Olsztyn took place. A big thank you for both organisers that showed it is possible to organise races. 4 more events are currently in the calendar. Unfortunately we had to cancel 16 events. However all LOCs tried to have the events in place. Finally it was a common decision to cancel the races due to the many restrictions due to covid. Thank you for the hard work done by all. From ITU side we are happy to have the WTC in Hamburg and the WC events in Arzachena and Karlovy Vary and the Paratriathlon WC in Alhandra.

2021 application deadline is 30 September. Triathlon European Championships are planned to be part of the WTS. It is a huge step forward for ETU and a great opportunity to be part of the WTS. AG standard and sprint will be again on the same location. The U23 and sprint Champs are linked to 1 super sprint Championships on semi-final and final format. The ITU Multisport Championships Almere is moved from 2020 to 2021 meaning ETU moved their Multisport Champions to 2022. The event will take place in Spain. This means that for 2021 the Multisport Championships will be spread over different sports and locations. We are also looking for organisers for the 2021 European Cup and Junior European Cups. All the bid documents can be found on our website. Already allocated for 2021 are the Alsdorf Powerman Duathlon Middle Distance Championships and the Long Distance triathlon Championships in Roth and the Triathlon Youth Championships Festival in Zagreb.

ETU next Generation project, supported by some NFs coaches, led by Rick Valetti (GBR) and Alessandro Botttoni (ITA). The purpose is to give athletes a perspective to race a 400m swim and 3000m run. Athletes receive points for both and a ranking will be made. Results need to be send by the NF coaches to ETU. The first results are received. Other results will be accepted till 4 October.

Martin explained one other initiative by ETU, which is the Virtual Time Trial Challenge. It was set up for another generation of athletes then the Next Generation Challenge. We tried to get in contact with zwift which did not work. We starts with WTRL a time trial in the spring. There is a lot of enthusiasm amongst the teams that. The TT is now on summer recess but will be back in Autumn. A small contribution will be asked to the participating teams.

There were no questions or remarks.

4. Marketing & Media commission

Chris Kitchen, chair of the Marketing and Media commission to speak

Much of the work on hold until 2021. Before the lockdown occurred we had created the NF toolkit for our European Championships to get AG athletes go to the events. We did a lot of work around TV and streaming especially on junior events as we want to raise the profile. We will also increase the requirement TV and streaming in our event contracts, were at least live streaming services should be set up. We are working with ITU to rebrand our logo. This will be ready by 1st of October.

2022 European Championships in Munich. We will be part again of the 'European Sport Championships'. Make sure you send your top athletes. The event will be very special as it will be 50 years after the Munich Olympic Games and the venue of triathlon will be right in the Olympic parc.

After many years of helping us out Paul and Ceci moved on and we offer a huge thanks to both for all the work they have done in the last few years in raising the profile of triathlon in Europe. To replace them we have since July, a fantastic new media manager: Amé Venter. She is here to present herself. Amé said she is looking forward to work together with everyone. She thanked Chris and Kathleen for helping to find her way within ETU. Chris said we are looking to have more joined work together with all the NFs. So please get in contact with Amé.

There were no questions and remarks.

h. Resolutions

There were no resolutions either from the Board or NFs.

i. Elections

The numbers of NFs have been changed just prior to the elections so we have 36 NFs in place. The CVs of all candidates have been send earlier this week to all NFs.

1. Elections for one Development Committee member

ETU received 4 nominations. 32 NFs voted. This are the results:

Marc D'Hooge (LUX)	8 votes (25%)
Mario Kasovic (CRO)	9 votes (28%)
Tamas Liptak (HUN)	6 votes (19%)
Maria Shorets (RUS)	9 votes (28%)

There was a tie vote, so a second vote was organised between Mario and Maria on which 33 NFs voted. These are the results Mario Kasovic (CRO) 18 votes (55%) and Maria Shorets (RUS) 15 votes (45%). Mario is the new member of the Development Committee. Congratulations.

2. Elections for one Audit Committee member

ETU received 2 nominations. 31 NFs voted. Vladimir Shkurin (RUS) received 11 votes (35%) and Michael Ziv (ISR) 20 votes (65%). Michael is the new member of the Audit Committee.

Congratulations.

j. Any other business

There was no any other business.

Congratulations on the first 'virtual' AGA. The good news is that we all saved a lot of money by not to have to travel but to be honest a virtual AGA can never replace a face-to-face meeting. The big problem is that we had no joined coffee break. We replace this by an open session following the closure of the AGA. The 2020 AGA was closed by Renato.

Minutes were prepared by Kathleen Smet (ETU Secretary General) and edited by Renato Bertrandi (ETU President) and Chris Kitchen (ETU Vice-President)

The link to you tube: <https://youtu.be/dYa9In--dLg>