



European Triathlon Union (ETU)

Minutes of Annual General Assembly

19 June 2013, Alanya, Turkey

Part I: 10.00-11.15

Welcome and opening remarks

The ETU President, Renato Bertrandi (RB), welcomed all Presidents, delegates, friends and guests Gergely Markus, Zita Csovelyak and Antonio Arimany, and asked if everyone present had signed the registration papers at the entrance. He expressed his happiness being in Alanya as this race has a long tradition of over 20 years and was actually one of the first events with live coverage on Eurosport. RB is pleased that 37 National Federation are present at this meeting which is a great sign of participation. RB invited the President of the Turkish Triathlon Federation Hamdi Güneş (HG), the host National Federation, to address the Assembly.

HG greeted the President of ETU, the Board of Directors of ETU and the Presidents and Delegates of all Federation present, on behalf of himself and the Turkish Federation and wished everybody welcome in Turkey. After 23 years of Triathlon in Alanya, the organization will reach the highest level with the Triathlon European Championship this week. HG wanted to thank everyone who contributed to the continuation of Triathlon for many years in a row and is glad to have everyone here for the Annual General Assembly of ETU and the Triathlon European Championship.

HG thanked the Management of ETU for giving these Championship by relying on Turkey Triathlon Federation and the Municipality of Alanya. The organizers and the Turkish Federation worked very hard for 2 years to be ready for these championship thinking over all the details. HG hopes the competition will be reliable and successful.

HG especially wanted to thank RB for his support. RB asked constantly whether there is anything he could do to help.

HG ended by telling that Triathlon is developing every day in Turkey due to the hard work on development. Therefore he thanked everyone who contributed to this contest for the support.

HG also thanked everyone for their participation and wished everyone great success.

RB gave a small gift to HG, on behalf of ETU, as appreciation of the hard work that the Turkish Federation has been done for triathlon, this European Championships and the Annual General Assembly.

a. Admission and resignations of National Federations

Kathleen Smet (KS) reported there are 41 National Federations affiliated to ETU at this stage, of which 2 are provisional members, Armenia and Georgia. They are able to become full members of ETU as soon as they are full member of ITU, which will probably be the case

at our next Annual General Assembly. ETU is currently in contact with 2 other, new National Federations to join ETU, Azerbaijan and Romania.

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 there are 36 National Federations present, of which 34 were entitled to vote. They were:

Armenia
Austria
Belgium
Belarus
Bulgaria
Croatia
Cyprus
Czech Republic
Denmark
Estonia
Finland
France
Germany
Georgia
Great Britain
Hungary
Ireland
Israel
Italy
Latvia
Lithuania
Luxembourg
F.R.O.Y. Macedonia
Malta
Netherlands
Norway
Portugal
Russia
Serbia
Slovakia
Slovenia
Spain
Sweden
Switzerland
Turkey
Ukraine

It was unanimously agreed that Maria Cherkovskaya (BLR) and Ivan Mihajlovski (MKD) would act as tellers and Cyprian Dali (MLT) and Ria Damgren (SWE) would act as scrutineers.

c. Confirmations of the minutes of the preceding Congresses (Extraordinary Congress Eilat 2012, Annual Congress Eilat 2012 and Extraordinary Congress Warsaw 2013)

KS requested corrections from the floor to the previous Congresses minutes as sent out. There were no remarks and all Federations voted and accepted the minutes as a true record.

d. President's report

RB was pleased to have all the minutes of the previous Congresses approved and wanted to thank KS and SMS for the hard, but important work. RB continued by telling the audience that all minutes of all previous Congresses can be found at our website in order to be able to consult them any time.

RB explained that after our Congress in Eilat on April 19th last year we have had a challenging and fruitful period. A new European Board was elected in order to recover the delicate ETU situation at the beginning of 2012.

All the elected European Board members felt the importance of the "emergency" situation and RB thanked each one of them for the commitment and dedication they have demonstrated over these months. The first and immediate priority was financial recovery; the losses in the previous year were unsustainable and seriously affecting our Confederation.

We immediately started a detailed and strong turnaround plan focused on cutting costs, however at the same time, not compromising the services offered to our Associate members. The administration costs were reduced to the bone and we carefully concentrated our resources on investments.

The final 2012 economical results showing a positive situation is the consequence of hard work and consistency in pursuing our goals.

We have not neglected to pursue our mission: the growth of our sport throughout Europe.

With the credibility achieved by reaching financial stability we were able to implement our innovative Development program strongly concentrating on the European NF'-s who are, at the moment a step behind the others. We reached an agreement with ITU to receive a double amount (from 60,000 to 120,000€) of money to invest into development. In 2013, we will invest in Development much more than the ITU grant had delivered. We are able to do this because we will allocate more than 50% of our 2012 gain. The other part will be used to restore depleted reserves from the past management.

Our goal is to increase the number of European Flags present at the Olympic Games and our development program aims towards this. We took the so called "bottom up" approach. This approach can only work when there are relationships based on trust between the parties. We believed that we were mature enough and our timing was right: the face to face meetings in Warsaw with the NFs that are involved in the development programs, were a

success and on my return I felt that we had made, together, a big step forward creating a corner stone for our future programs.

We had already additional meetings with you in Alanya yesterday and RB is pleased to see all of you being present here as well. Every NF had and will have later on the opportunity to give an update on their National Development Project. RB is convinced that personal first-hand knowledge and respect are the basis of any common activity.

We need to look in the near future for more media exposure and other sources of income. This will be our priority in the near future.

We have been invited by the European Olympic Committee (EOC) to take part in the first edition of the European Games that will take place in Baku, Azerbaijan in 2015.

We have fully updated you in Warsaw. It is a challenging project with risks and opportunities, it will require a great deal of energy and resources but we are convinced that it will be a fantastic opening for our sport. For example at this time Azerbaijan does not have a National Triathlon Federation but ETU is already in contact with the NOC to set up a NF as soon as possible. We visited Baku to check project feasibility and we signed an MOU: we are now waiting for future developments. RB is hoping to be able to provide you with more information in the near future.

Another important challenging project is the ESC (European Sport Championships) in 2018. This project is a different type of event compared to the European Games, it forecasts hosting all European Championships of all the European Federations willing to attend.

In both cases, European Games and European Sport Championships there should be revenues that could change our way of working in ETU, giving us the possibility of working in a more structured way.

Outstanding resources have been allocated to establish good governance within our Confederation. Good governance is at the foundation for any successful organisation. We are successful, but we want to continue to improve.

The first important step is the Constitution. It lacked certain aspects and needed to be updated to include the new needs of our Confederation. It was approved in the Extraordinary Congress in Warsaw and a few amendments need to be approved in Alanya to correct some marginal aspects that emerged after Warsaw. This has had a huge effect on the EB and I would like to thank the people who worked hard to achieve this result.

Looking back over the last months I am proud of the team and the achievements reached in such a short space of time. Teamwork is the key to this success; the problems and the efforts needed to solve them have been overcome by working as a team, as individuals we would have needed more time and probably not achieved such high standards.

In conclusion RB wanted to thank everyone you for the trust they have given us in Eilat and the EB members present: Sarah, Kathleen, Alicia, Denis, Kris, Eugène.

There were no comments regarding the report and the report has been approved.

SMS thanked RB as she expressed she was, as ETU Vice-President, pleased to be let by such an exceptional person who brought us together and she is sure that all of the EB members where very pleased to have been part of that team.

e. Secretary General's report

KS Report reflected her activities as ETU Secretary General since the last ETU Congress held in Eilat, Israel.

First administration. KS explained she runs the ETU Headquarters from home which is very convenient, but sometimes also hard as you keep on working until late at night or during the weekend, but she has been glad to see that other EB members were doing the same efforts as often there were late skype calls and discussion. She prepared the minutes of all Congresses we had with the help of SMS. She prepared and made the minutes of all 4 Executive Board meetings. She prepared, in cooperation with Kris Piatkowski (KP), the Presidents' Conference in Warsaw and maintained contact with all NF-s and Committee Chairs.

On Events KS told she prepared the bid documents, including the bid documents for the 2014 multisport European Championships and the 2014 Youth Olympic Games Qualifying Event, which can be found on our website. Furthermore she made and send all 2013 Event Contracts out and had close contact with all LOC involved and followed up the signing of all contracts and the payment of all Fees. KS was happy to be involved as well in the assignment of all Technical Delegates and was therefore in close contact with ITU and the ETU Technical Committee.

Development has been ETU's core business for 2013 and KS explained she was closely involved in all the new initiatives that has been taken this year by assisting the Development Committee, especially with Bernard Saint-Jean (BSJ), the Committee Chair and the ETU Development Coordinator, Zeljko Bijuk (ZB). KS has taken the opportunity to thank both for their hard work. It has been very challenging to help all NF-s in their development and KS is hoping to see some of their athletes at the next Olympic Games in Rio.

KS tried to help the Constitution Commission in any way possible on the new Articles of Association but acknowledge she has not enough legal background to be of great help. But with the hard work of all other Constitution Commission members ETU managed to put together new and better Articles of Association.

There were no comments regarding the report and the report has been approved.

f. Treasurer's report

Alicia Garcia's (AG) report has been send out with all Annual General Assembly papers.

AG explained that the goal of the ETU Executive Board consisted of maintaining an exhaustive control of the performance against the budget through the implementation of control and monitoring procedures. The ETU Executive Board received yesterday the feedback from the ETU Audit Committee chair, Werner Taveirne (WT) and will implement their suggestions in order to improve our financial statements. AG emphasized that the results she will show are a result of the ETU EB team work. Every EB Member was aware of the importance of cutting expenses and acted in that way. AG wanted to thank Stefano

Mondello (SM) for keeping the books at the Italian National Federations' Office in Rome without any costs for ETU. At Warsaw, at the Presidents' Conference we presented a profit of 58.313€ but as you all can see we ended up with a profit of 61.579€. The EB asked the Audit Committee if it was possible to transfer the old, not deliverable, athlete prize money into our reserve. After the approval of the Audit Committee we added 3.266€ (prize money until 2010) in our balance. Before doing so the ETU asked the approval of the Audit Committee.

AG presented the figures of the profit and loss in detail. The ETU income is based on:

- 2012 Affiliation Fees ETU received 1,000€ less than expected (18,000€ instead of 19,000€);
- 2012 Event Fees: the figure expected in the budget was 125.970€, whereas number of competitions increased, so the final figure was 137.370€ (Variance of +11.400€). As seen in the budget sheet from 31st December 2012 some event fees and prize money fees have not been paid by the LOC or NF but AG confirmed that at this stage everything has been paid, with the exception of a small part of the Mondello 2013 ITU Sprint Triathlon European Cup Event Fee, which will be paid by the Italian Federation before the end of 2013.
- 2012 ITU grant for development went directly to the development project
- TV and media fee: has not been used in 2012
- Sponsors: we didn't predict having any income from sponsors in the budget, but after an agreement was signed with Nirvana, we finally increased the income by 5.000€;
- 2007, 2008, 2009 and 2010 Prize money not claimed by the athletes returned to the ETU reserve. The ETU office did all efforts in contacting the athletes or their NF, without any success.

ETU expenses came from the ETU Congress, ETU Executive Board Meetings and the other EB expenses, which is LOC support, where one EB member is traveling to each ITU Triathlon European Cup in order to assist the LOC and the TD in any way possible and to be in contact with the local authorities. On Salaries we had the costs of the Secretary General, KS and the Media Manager, David Peddie (DP). Furthermore big costs have been made to get all ETU material to the races, but still were able to save some money by letting the TD or the EB representative carry the ETU branding by themselves, with great thank to Eugène Kraus (EK) for all his work on this matter. On marketing and branding the costs are those from the amortization of the branding bought in 2011. Other costs made are for medals and awards and the TD expenses who came out less than predicted, thanks to the good cooperation with the ITU sport department. On the bad debt and loss we have costs from long time ago (Chania and Limerick). We have the Pool Prize money of 20,000€ for the top 10 male and female in our overall ranking system.

AG continued by saying that, in 2012, ETU had a profit of 61.579€ and as AG already explained at the Presidents' Conference in Warsaw ETU decided to use 50% of that amount to increase the financial reserves of ETU while the other 50% will be allocated to the ETU development programme.

The Treasurer Report is open for discussion and final approval after the Audit Committee Report. There were no questions and comments on the Treasurer Report.

g. Audit Committee's report

Werner Taveirne (WT) presented the Audit Committee's Report in 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 SM.

1. Accounts 2012. The Audit Committee wants explicitly to congratulate the Executive Board that had been active over the last twelve months for the important improvement of the financial situation of ETU. The 2012 financial statement shows a profit of 61.500€ as compared to a loss of 29.000€ in 2011, a delta of about 90.000€.

This result has been reached through a combination of both an important cost cutting and an income improvement program. Based on the comparison with the 2013 budget, we can say that about half of these financial improvements are based on structural measures and half on one-time measures.

2. As to the 2013 budget: it shows a loss of 31.700€. This is about the difference between the allowance ETU got from ITU for development activities, and the actual amount of money ETU is going to spend on development.

In fact, during its meeting early this year, the Board decided to spend half of the profit from 2012 on development activities. So a dedicated reserve could have been set up at that time, which would have resulted in a retained earnings figure, which is 31.000€ lower, and a special reserve to be used for financing the additional development activities of 31.000€ in 2013. This would have resulted in a balanced budget.

3. From the spot-checks on the accounting records, no deviations resulted from the actual books. However, it turned out that, in some areas, the accounting is based on copies of the underlying documents, rather than on the originals, that are kept in other locations. The result is that there is no evidence present of the appropriate approval of all expenditures.

4. Also it turned out that the bank account showed a minimum positive balance of about 125.000€. This means that a saving account might be considered to park a similar amount of money, since it is not needed for day to day operations.

5. The Secretary General received some payments, which in part are described as an "honorarium". This implies an employer-employee relationship between ETU and the incumbent, which is not the intention. The situation should be reconsidered by the new Board.

6. The main source of income for ETU are event fees. At the end of 2012, there were still some amounts outstanding here: LOCs who had not respected their financial duties. This tendency - not to respect the terms of the contract by the LOCs - could inspire others to do so and in the end endanger the financing of ETU activities.

After having offered the comments above, we would conclude that annual accounts over 2012 show a fair view of the financial situation of ETU.

Finally the Audit Committee, composed of Halil Kilicoglu, Herwig Grabner and WT recommends Congress to approve the accounts over 2012.

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 report had than be approved unanimous.

AG presented the 2013 budget against the actual situation at 1st June 2013 in detail.

Income: Until now 19.000€ affiliation fees were cashed against an estimate of 18.000€ (which was the figure of 2011). The budgeted income for event fees was 131,300€ (of which ETU collected 90.800€), which contained also a small contingency (10.000€) for cancellations in the near future. We allocated 5.000€ sponsor income, as in 2011, from our Nirvana. The contract has been signed and the money will follow shortly. The ITU development money (120.000€) is included in the budget as.

Expenses:

- Congress: there are 14.879,14€ costs on Congress, from both the Warsaw Extraordinary Congress and the Alanya Annual General Assembly as 18.000€ have been allocated.
- Executive Board: so far we spent 4.576,84€, split between the LOC support and the Executive Board meetings; way under the expected budget but this will for sure increase while the triathlon season continues.
- Office costs: we allocated 38.000€ as until now 8.483,90€ have been spent. Part of the office costs are those from salaries. Besides the salary of KS, which is the only salary we pay at this time, we are expecting to have a paid accountant in Italy or Spain for 200€/month. There is as well the possibility to move the office to for example Lausanne, as ITU is offering us room there, and we then have to provide and pay for one office staff. ETU is not paying any office rent as for office equipment 2.000€ has been allocated and we are planning to buy a new laptop for KS. As communication is very important we have 2 mobile phone costs from RB and KS. On communication we spent 2.319,87€, which are the travel costs and salary for David Peddie (DP). His salary has been increased slightly compared to 2012. Postage and stationary are the costs made to send are branding material, finish tape and medals to our races. The allocated budget has been based on the costs made on this part in 2012.
- Committees: ETU decided to allocate 1,500€ for each Committee in order to return the travel costs made by the Committee chair to travel to the Annual General Assembly. As for now we need to include as well our new elected Paratriathlon Committee.
- Events: On Prize money we have the event prize money and the pool prize money which is the money for the top 10 ranked athletes in the overall ETU ranking. This pool prize money has been increased by 5000€ compared to 2012. Regarding TV & Media cost: in 2012 we didn't spent any money on this field as last year our goal was to cut costs. For 2013 we only have foreseen TV-production for this weekend events to put on our website and we allocated therefore 10.000€. Marketing, signage and

branding is related to our branding material. As contingency we have put 3.000€ in our budget as, as you know our branding material is travelling a lot so it can happen that it is damaged or get lost. Just a few days ago we have spent 1.500€ on banners. On medals and awards we spent 12.480€ in 2012 and as we have more races in 2013 it is expected that we spent more money this year. That is why we allocated 15.000€ of which 3.942,13€ has already been spent. On Technical Delegates (TDs) last year 15.490,54€ has been spent and for 2013 we allocated 20.000€, due to the increase of races and the travel expenses that are expected to be higher.

- Other expenses: we have the necessary bank charges, expected to be around the same amount as in 2012. With regards to bad debt loss we are expected not to have many so we allocated 2.000€ for that. Furthermore we expect to have some loss on currency exchange. Finally we have the development money that we receive from ITU and will go to the National Federations (NFs) development projects, to the athlete scholarships, ZB salary and the travel costs for the level 1, 2 and 3 NFs to travel to Warsaw.

AG explains that ETU is expecting to have a loss of 31.700€, which is the amount of money the ETU Executive Board allocated to use for the 2013 Development projects from the money gained in 2012.

RB explained that as we have elections later on today some of the decisions and discussions can be changed, with the exception of development as the decision to allocate an additional 31.000€ from our reserve has been taken already a long time ago, which increases the budget on development to 151.000€. But it is clear that the new elected Executive Board needs to take important decisions on salaries and administration costs. As AG just explained the possibilities we might have in the future with our office as we can stay at KS's place and she can do the job from there or as alternative we can have our office in Lausanne as ITU offered us some space. But then, of course we need to recruit someone there to work for ETU and Swiss salaries are quite expensive. So we will suffer costs that nowadays we cannot afford. RB continues by saying that also on sponsors we need to make extra efforts as now only 2% of our income is coming from sponsors. As our ambitions are big we need to find additional income through sponsorship. In order to get sponsors we first need to invest. As you know 3 years ago we had a company, WMG Wasserman group, who tried to help to find sponsors for ETU. Expectations were big but at the end we had nothing. To find sponsors ETU needs to find a product that is interesting for sponsors and we need to take into account our organizers as there can always be a conflict with their (local) sponsors. RB finalises by saying that both sponsors and races (our product) should be the core business for the new elected Executive Board in the years to come. RB thanked AG and SM for their work as they produced an update on the budget from only a week ago.

SMS explained that ETU does have opportunities, however not for the budget of 2013, with the European Games (EOG, in 2015) and the European Sport Championships (ECH, in 2018) to have an additional source of income, independent of sponsors. If that is the case ETU will be able to act more independent and will have the opportunity to work in a more professional way by getting additional people to work for ETU.

There were questions and remarks.

Chris Kitchen (CK), CEO from the Irish Triathlon Federation, asked if the budget figures on income are still on track.

RB confirmed that all the incomes are indeed on track as AG mentioned that on the event fee we can collect 140,000€ but budgeted 131,300€ as we put 10,000€ as contingency for potential cancellations of events. We had already the cancellation of Tabor, due to the severe weather conditions they had. ETU is confident that both on sponsors and affiliation fee we can expect to have the income budgeted. And also on the expenditures we are on the safe side.

Margus Lepik (ML), President of the Estonian Triathlon Federation, had a question on the Nirvana sponsorship. Their experience is that when they book the travel by Nirvana the expenses are 3 times higher than when the Federation is booking the travel by themselves.

RB answered by saying that Nirvana is a great and professional travel partner and out of our experience we can confirm that Nirvana is indeed more expensive than other travel agencies. This is partly due to the fact that they offer additional services for athletes such as there is easy transfer with the bikes etc. The agreement we have with Nirvana is they are our suggested travel partner, which means we are not forcing anyone to use Nirvana.

ML is in the opinion that in case development money is used it is necessary to use Nirvana as travel partner.

KS says it isn't mandatory, but it has been put in place to make it easier for the Federations as the money will not go out of their accounts but will be paid directly to Nirvana. KS suggested to look to the best travel options for your team and then contact Nirvana and give them that particular option, including prize, to book, which means you are in control of your costs.

Ian Howard (IH), President of the British Triathlon Federation, confirmed BTF is working with Nirvana already for a long time, especially for the big group Age Group athletes traveling around and they in particular like the additional services such as transfer, bike service, etc. For example, our AG athletes traveling to Alanya couldn't get their bikes on the plane and Nirvana transported those bike, and other AG bikes, to Alanya. But in any case, if you are not happy with them, don't work with them.

RB concluded by saying that it is very difficult and a major problem for ETU to find global sponsors as often there is a conflict of interest with our other partners such as the LOCs we are working with.

The 2013 budget forecast had been approved by the Annual General Assembly.

Part II: 11.30-13.00

h. Executive Board Report

1. General report

This report was given by Eugene Kraus (EK). The report had been circulated previously as part of the Annual General Assembly papers. EK expressed that RB, KS and AG explained almost everything important regarding the Executive Board, but wanted to highlight some important changes made after the Eilat Congress:

1. RB made sure that the entire Executive Board acted as a team after the difficult period just before the elections in Eilat. RB made the elected team to work and think as a team. The daily work has been put on more shoulders. Everybody of the EB was involved in one or more issues and 3 people were involved in all EB members; RB as President, the very wise SMS as Vice-President and KS.
2. A solid control system has been put in place with regards to the finances. All table officers did a great job creating and controlling that system.
3. On development a huge effort has been done with great thank you to RB, Kris Piatkowski (KP), Henrique Arraiolos (HA), KS in cooperation with the ETU development Committee chair Bernard Saint-Jean (BSJ) and the ETU development Coordinator ZB. Thanks to the additional input of development money from both ITU and ETU, we were able to realise very important projects for the development of triathlon in Europe.
4. Races. We had an excellent working group lead by Denis Jaeger (DJ), including AG, George Yerolimpos (GY), KS and EK. All event contracts were renewed by KS and reviewed by SMS. We had a cooperation with Challenge and Powerman, which DJ will explain more in detail in a little while.
5. Constitution. The EB is grateful for the work done by the Belgian President Johan Druwé (JD) on this item, together with SMS. Many thanks as well for Matt McKerrow from Ireland. Everything was controlled by Philippe Renz from Switzerland and by Mike Towly from Great Britain. They did a tremendous effort to improve our constitution.
6. Sponsors. We have long-term contract with our partners Nirvana Europe and 2XU, the supplier of our Technical Officials uniform.
7. Great projects have been started up by RB and SMS; the European Games in Baku in 2015 and the European sport Championships in 2018. Both projects are very important for ETU.

Sonia Oberem (SO), elected EB member in Eilat, had to resign from the Board for personal reasons. Our athlete representative sitting in the Board was Jessica Harrison from France.

We had several meetings, of which EK showed some pictures; Eilat, London, Rome, Zurich, Warsaw, Frankfurt and at Alanya yesterday. With great thanks to all those National Federations for their support and thank you to SMS for inviting us at her place for the Zurich EB meeting.

2. Executive Board report on races

DJ informed us by saying that since 2011 the ETU EB was unfortunately unable to find a race organizer for both the 2012 and 2013 Triathlon Long Distance and the Duathlon European Championships. We therefore started up a joint cooperation to organize those Championships with Challenge and Powerman. In 2012 our Championships were held in Kraichgau (middle distance triathlon), Roth (full distance triathlon) and Horst (duathlon) and in 2013 we had already Barcelona (middle distance) and Horst (duathlon) and will have Vichy (full distance triathlon) later this season. Our goals for those Championships were to have a successful event, in which we succeeded, a maximum of visibility, which was in some events a big success and in others less successful, lot of athletes competing, which we did achieve respect of ITU competition rules, partly succeeded, due to some discrepancy between ITU rules and Challenge/Powerman rules and an easy entry process. In this last

point we were unsuccessful, so we need to improve this for 2014. DJ showed some pictures of all cooperated events. DJ ended by looking forward to 2014 with a continues cooperation with Challenge or WTC, as we are in negotiation with both and with Powerman. We would like to improve our Junior European Cup circuit and increase the Age Group participation in our races. And last but not least ETU will start with a Paratriathlon and a cross Triathlon European Cup circuit.

There were questions on the report on races of DJ.

Emil Stoynev (ES), President of the Bulgarian Triathlon Federation, asked to specify the problems arising with the cooperation with Challenge and what is the profit of the cooperation.

DJ answered by saying that those problems are organizational problems such as the difference in entry system as Challenge is working with their own registration system, our rules on race uniforms and other small technical issues but we always have been able to find compromises.

RB added by saying that indeed the major problems that occurred was on registration as often those long distance events are sold out in 1 hour and in our system all entries have to be done by the National Federations. We are working closely with ITU and Challenge to improve the entry procedures. The second issue was on race uniform as our rules say that wearing the National Uniform is mandatory for all participants. The agreement with Challenge was that all athletes could wear their own uniform but that the LOC provided race numbers which included the athletes country and flag. So far we do not have sponsor problems but these may occur in the future if we do find new sponsors as those private organization rely on sponsors. It needs to be discussed with the new elected EB but RB is in the opinion that we have to look for a multi-year agreement with or Challenge or WTC. Concerning our income with the cooperation , they are paying an event fee and there are plans to increase that fee for 2014 as we are convinced that co-branding will increase the interest for their race.

ES continued by telling that it is not good that we do not own those races as we do with the OD European Championships and what the changes are to have again the long distance race in our own hands as the Challenge events are big events who are sold out after one hour and athletes have difficulties to register for that event.

RB answered by saying for all those athletes, elite and AG, having long distance on their mind is thinking Challenge and/or WTC. The idea is perfect to have ETU and ITU as benchmark for long distance as well but this will not be the case in the next few years. We cannot compete against Challenge and WTC at this time but in medium to long term we must be able to enhance our brand.

SMS commented by saying that ETU has tried through the LOCs and NFs approach. In the old days it worked speaking of the very first European Championships in Almere (NED) in 1985 but these days the system has changed. But if there is a NF who comes along with a LOC who is interested in the future SMS advise to that NF is to start talking to the ETU and whenever the timespan of the agreement is up you would be in a good position to apply for that Championship and in any case it is not only the long distance, but as well the duathlon and cross and various others. Therefore the ETU Executive Board is interested to hear from the NFs and LOCs if they want to contribute to the various events especially on multisport.

KS agreed and added that all the big European long distance events as Almere and Nice, to mention 2 are now in the organization of Ironman or Challenge.

RB ended by telling that for 2014 ETU will co-brand with either Challenge or WTC in organizing the long Distance European Championships but is looking forward to have again the Long distance European Championships in our own hands.

Henk Van Lint (HVL), President of the Dutch Triathlon Federation, understands that there was as well an agreement between Powerman and ETU in organizing the Long Distance Duathlon European Championships in 2012 and 2013 and his question if this cooperation will be renewed or not.

RB answered by saying that until now ETU has been unable to find an organizer for the 2014 Duathlon European Championships and the decision on continuing our cooperation with Powerman will be made by the new elected EB. We struggle a bit with the co-branding with Powerman and if we renew our agreement with them we need to work on that first.

Mojmir Otvirk (MO), President of the Slovenian Triathlon Federation is asking to negotiate with whoever we decide to cooperate with, to have an event in one of the less developed countries in order to help those NFs to raise the standard of their long distance events.

RB thanked MO for this idea and will take it along with the negotiations with Challenge/WTC.

3. Executive Board development report

Kris Piatkowski (KP) started by telling that development has been, due to the improvement of our financial status, the core business defined by the ETU EB immediately after the Eilat elections.

During the first EB meeting in London in August 2012 the ETU Development Strategic Plan 2013-2016 was presented by the ETU Development Committee and discussed and approved by the EB. After the ITU elections in Auckland, where Marisol Casado was re-elected as ITU President, we could give green light to our plan as it reinsured us receiving 160.000 \$ from ITU for development. It was quite new situation because the money was doubled comparing to the previous year and for the first time ETU had full responsibility for this money.

During the next EB meeting in December 2012 in Zurich we started up all practical arrangements to put the development plan in place, starting with answering a few basic questions: Whom to help, how to help them and what outcome we expect to achieve?

We decided to categories all our NFs and to consult the countries from category 1+, 2 and 3 with a questionnaire asking to submit one or more individual development project(s) to the ETU Board. 18 countries replied and ETU started analysing the Questionnaire.

During the ETU President's Conference in Warsaw in February, EB members met face to face with representatives of each applying country and discussed the programmes. After all those consultations and meetings the ETU Development Committee worked out the final programme which after acceptance of ETU Board is accomplished now.

ETU hopes that the development programme, including scholarships and the access programme of young athletes to European races, will strengthen many European countries

on their way to build strong federation's structures and realizing the Olympic dream of their athletes.

KP thanked the Chairman of Developing Committee BSJ and the ETU Development Coordinator ZB for their substantial contribution in the development project and to thank ITU for the increase of development money.

At the end of 2013 ETU will evaluate our development plans and discuss further actions.

RB added that also here in Alanya there will be face to face meetings with those 18 NFs to discuss the progress in their development project and tomorrow the new elected development Committee will meet as well.

There were no questions or comments on the report on development of KP.

i. Reports of the Standing Committees

1. Development Committee (DC)

This report had been circulated with the Congress papers and was taken as read. Bernard Saint-Jean (BSJ) commented that a new development plan has been started after the Eilat elections. This plan was agreed by the ETU EB during the London meeting in August 2012 and discussed during face-to-face meetings in Warsaw in February 2013. KS has sent all decisions made on the NFs individual development programmes in March so everyone could start with their project from then on. Quit late and we will make sure that the decisions for the 2014 Development projects will be made before the end of 2013. We began yesterday talking to every NF involved in development to have an update on their projects in place in their country. Good to see is that we share the same objectives, we trust you as NF, we ask you to trust us and would like thank you for that trust.

BSJ wanted to insist on the key points of the success of our development programme. As RB said already this morning co-understanding is important and confidence is another key of success. We need time to meet, discuss, to better understand each other, to exchange ideas. Time is not a question of hours or days but more a question of months and years. The next 4 years will be important to refine our programme. Therefore all NFs in Cat 2/3 are invited for a meeting tomorrow morning and the new elected Development Committee will meet then as well, in order to not waste any time.

There were no questions or comments.

2. Technical Committee (TC)

This report had been circulated with the Annual General Assembly papers and was taken as read. The TC chair Paul Groves was not present at the Annual General assembly. SMS commented that after 12 years of chairing this Committee PG will step down, which is good for governance. So new, fresh people are invited to take the lead after the elections later today. SMS thanked PG and the entire TC for the hard work they did in the past 4 years. There were no questions and remarks on the report.

3. Medical & Research Committee (MRC)

This report had been circulated with the Annual General Assembly papers and was taken as read. The MRC chair Veronica Vleck (VV) was not present at the Annual General assembly

but SMS, in name of the entire EB, thanked VV, as she is not a candidate for the elections later today, for her great enthusiasm over the past 10 years as chair of this Committee.

4. Constitution Commission Report

SMS, EB Member in charge of the Constitution Commission started by thanking all people involved in preparing the new constitution, especially Johan Druwé, who wrote about 2/3rd of the new Articles and of which SMS wrote the other 1/3rd. Furthermore help came from Matt McKerrow, Philippe Renz and Antonio Arimany (AA) from ITU. AA worked a lot on the ITU Constitution and we wanted to make sure that what we had in our AOA is comparable with the ITU Constitution. On the second version of the new AOA SMS included comments coming from the European members of the ITU athletes Commission; Jessica Harrison, Gregold Bucholz, Clare Cunningham and from various NFs as Sweden (RD), Russia (Zoya Yaroz) and Great Britain (Chris Kitchen, Zara Hyde-Peters and Ian Howard). First step was the approval of the new AOA at the Extraordinary Congress in Warsaw. After Warsaw the base was set but some modifications seemed necessary. Everyone received a PowerPoint document that highlights all proposed modifications:

1. Small modifications are highlighted in yellow in the document send to you prior to the AGA. The changes are regarding some definitions, clarification about Membership, official address of ETU, formatting and rephrasing, some re-ordering of clauses, taking out repetitions, relax criteria to be a teller or scrutineer, a vote of no confidence can be taken during any General Assembly, a two thirds (2/3rds) majority is needed for making or modifying the Bye-laws within the Executive Board and reported to the AGA.

No questions or remarks on part 1.

2. A more critical and far-reaching change has been proposed by the Constitution Commission for this AGA. It has been highlighted in your document in turquoise. The change is regarding: ascertain that ETU's financial practices are in compliance with national legislations of the country of registration, which at this stage is Luxembourg and likewise ETU's Articles of Association and Bye-laws.

There were no questions or remarks on this part.

3. These modification is regarding the procedural rules applicable to the judicial bodies of ETU (see clause 41 and 42). The judicial bodies of the ETU shall provide fair procedures to all parties and shall respect their fundamental rights. These are:

- a person, who may have a conflict of interest, may not be a member of a decision-making body;
- a person charged has the right to know the charge, the penalties that might be imposed, the right to be heard, to present a defence , to produce evidence & to be assisted by legal counsel.

All basic principles of justice. This is also being linked to a code of ethics that the EB has approved in their meeting prior to the AGA. It will reported to you on the website on the Bye-Laws. Discussion is still ongoing regarding the disciplinary procedures.

4. Disciplinary Commission

a. Scope of authority of the Disciplinary Commission; the Disciplinary Commission is responsible for judging cases brought before it and, if required, deciding the sanctions listed in the ETU Disciplinary Code against those charges.

b. Composition of the Disciplinary Commission.

- Five (5) members appointed by the ETU Executive Board and who may not have any other function within ETU;

- the Chair and Vice Chair must have a Law degree;

- Three (3) other members must have significant experience in sport and/or competence in the area of investigation.

c. Conduct of Disciplinary Meetings

- a Disciplinary Meeting of the Disciplinary Commission will be led by the Chair;

- The Vice Chair shall take over this responsibility if the Chair has a conflict of interest.

j. Proposals of resolution to Congress

There were two resolutions from the European Triathlon Union.

Resolution 1

Whereas, after the approval of the new ETU Articles of Associations at the ETU Extraordinary Congress of 17 February 2013 in Warsaw, the ETU Executive Board decided that some grammatical changes and small amendments were necessary;

Whereas the Executive Board delegated the preparation to the Constitution Commission, and wishes to acknowledge their contribution;

Be it resolved that the version agreed by the ETU Executive Board is accepted by the Members at the Annual General Assembly in Alanya on 13 June 2013 as the amended and valid version of the Articles of Association.

Because this is a resolution on the AOA we must have a 2/3rd majority, which means 23 votes in favour.

There were comments and remarks on this resolution. AA had a comment on the proposal of the Disciplinary Procedures. As an ETU Triathlon European Cup, European Championships are following the ITU Competition rules, according to this rules a problem within the event will first go to the competition jury and after that to the ITU Executive Board and then to CAS. According to your proposal any issue will go to the disciplinary Commission and ITU is not involved any more. SMS commented that in the case of an issue within a competition this will go to the competition jury. For all cases that are not competition related this will go to the ETU Disciplinary Commission. AA summarized then that for example the European Triathlon Championships will stay within ITU but SMS replied by saying that according to the AOA the European Championships belong to ETU and not to ITU. AA replied by telling that in that case there is a contradiction as then the ITU competition rules are not followed. SMS explained a case in 2011 at the European Championships in Pontevedra with a British elite athlete and ITU dealt with that but according to SMS this was inappropriate to do. It should have been dealt with by ETU as this was an ETU disciplinary case. At the approved AOA in

Warsaw the AOA include already a part on the disciplinary Commission but that part was unformed and this is the next step. In AA's opinion if ETU wants to deal with any issue within his Championships they then have to have their own competition rules as the ITU competition rules says different then what is mentioned in the clause on the disciplinary commission. SMS replied that at this weekend's Championships the ITU Competition rules are in place at which AA answered by telling that if this resolution is approved and an issue will take place then there will be a conflict. JD replied that ETU will follow the ITU competition rules with the exception of the Disciplinary cases. Therefore an amendment of the ITU competition rules that the Disciplinary Commission is dealing with any appeal. AA disagreed.

ZHP suggested the constitution commission to rewrite the part on the Disciplinary Commission taking in consideration the points that AA has put on the table. SMS agreed on that. Therefore the Constitution Commission will discuss and amend the clauses over lunch and will give an answer when the AGA starts again.

Resolution 2

Whereas Honorary Members are elected by the General Assembly on account of their service to ETU (Arts. 11.1.2; 11.2) and the current list of Honorary Members (q.v.) include: Peter Boll, Switzerland, Gösta Mittag-Leffler, Sweden, Tom O'Donnell, Ireland, Richard W.E. Poole, Great Britain, Frank H. Schatz, Germany, Joop van Zanten, The Netherlands, Jef Konings, Belgium;

Whereas there is a notable omission, which is unusual for triathlon, that there are no female Honorary Members of ETU and a high quality candidate;

Whereas ETU was presided over by the current ITU President from 2002 until 2009 when she led the renaissance of ETU, which has contributed to the basis of significant successes for European athletes, National Federations and their co-workers and volunteers, and ensured that Europe has played an important role in ITU as well;

Whereas she has not only become ITU President since then, and she has been elected to the IOC and re-elected as ITU President with a landslide majority in the past ITU elections in Auckland;

Whereas she has promoted the growth of responsibility of, and support to, the Continental Confederations including the ETU within ITU in her current role;

Be it resolved that Ms Marisol Casado (Spain) is accepted as an Honorary Member of ETU.

This resolution has been accepted unanimously. AG thanked the audience in name of MC.

Part III: 14.00-15.30

SMS apologised for doing not a perfect job just before lunch and confirmed that the EB worked hard during lunch and will come forward with a proposal to make it right. The EB has agreed that we will keep the resolution 1 on the table which is about accepting the amended articles, but we will bring forward an amendment to that resolution 1. Clause 42 is entitled Disciplinary Commission and it details how the Disciplinary Commission will do its work and what it does in a disciplinary meeting. We are grateful to AA to pointing out the

conflict that this clause will cause with the ITU Competition rules and therefore the EB is minded to put forward an amendment to remove the entire clause 42 and will then go back to the former articles 47.1 and 47.2. These are currently valid and say that the EB shall appoint not less than three (3) of its Members to sit on an EB Disciplinary Sub-committee (47.1) and the Disciplinary Sub-committee shall within 3 to 6 months of being formed bring before the Executive Board for approval a comprehensive set of Disciplinary Bye-Laws (47.2). ETU tried to do that but did not ultimately work so we have to accept this is a work in progress and ask the new EB to work on these joint matters of governance and costs who is responsible for precisely which area which inevitably will mean ETU will work very closely with ITU, what we always do, to resolve this particular issue. This means if in case there is an issue within these European Championships the ITU competition rules will be followed and the competition jury will try to solve the case. If that is not possible this case will go to ITU who then decides further actions.

There were no comments and remarks on this. SMS confirmed that the ETU EB proposes an amendment to resolution 1 that the entire clause 42 is removed from the amended AOA at these ETU AGA in Alanya. Proposer being Great Britain, seconder being Cyprus. All those in favour of removing clause 42 raised their green card. The amendment has been accepted.

Followed was the voting for the entire amended Articles of Association, resolution 1 with the passed amendment is now valid and on the floor. There were no further comments so we continued with the voting for amended resolution 1. All have been in favour so resolution 1 was accepted.

k. Elections

As ETU Vice-President SMS is no longer a candidate for a position within the ETU executive Board, she 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 35 NF who are entitled to vote. SMS will as well ask all candidates if they will stand for the position they are nominated for.

SMS outlined the order of election prescribed within the ETU Articles of Association (AOA), beginning with the President, followed by vice-President, Secretary General, 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. SMS 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. SMS 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.

SMS announced the results of the vote for the Presidency, which was met with acclamation: 35 votes in favour of Renato Bertrandi. RB will be the European Representative within the ITU Executive Board with acclamation.

Vice-President

The only candidate nominated by his NF for this function was Denis Jaeger from France. The voting papers for the position of Vice-President were distributed. SMS announced the result of the vote for the Vice Presidency, which was met with acclamation after SMS confirmed DJ as new ETU Vice President: votes for Denis Jaeger: 34, abstained: 1.

Secretary-General

The voting papers for the position of Vice-President were distributed. The only candidate nominated by her NF for this function was Kathleen Smet from Belgium. SMS announced the result of the vote for the Secretary General, which was met with acclamation after SMS had declared the election to be valid: votes for Kathleen Smet: 35.

Treasurer

SMS organised the vote for the election of the Treasurer. Only nominated candidate was Alicia Garcia from Spain. SMS announced the results of the vote for the Treasurer, which was met with acclamation: 35 votes in favour of Alicia Garcia.

Executive Board Members

According to the ETU Articles of Association at least 1 of the Executive Board Members needs to be of each gender. As there are no woman nominated by their National Federations at this stage only 4 men will be elected. The new elected Executive Board will then co-opt 1 women for the Executive Board. That position will come forward in the next AGA in Kitzbühel. You are up to vote for 5 people but only 4 will count. This does not mean you cannot vote for only 1 or 2 people. In case of a tie there will be a new vote between those persons.

Helmut Kaufmann has withdrawn as a candidate for the elections of the Executive Board.

ES asked to give the 8 nominated persons the opportunity to address the audience. Only 3 people have been in favour of this proposal so the proposal was rejected.

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

Members of Executive Board (4 to elect)				Votes
Mr	Henrique	Arraiolos	POR	13
Mr	Johan	Druwé	BEL	12
Mr	Hamdi	Güneş	TUR	12
Mr	Ian	Howard	GBR	24
Mr	Chris	Kitchen	IRL	18
Mr	Eugène	Kraus	LUX	29
Mr	Krzysztof	Piatkowski	POL	26
Mr	Georges	Yerolimpos	GRE	6

Elected to the Executive Board are: Eugène Kraus, Krzysztof Piatkowski, Ian Howard and Chris Kitchen.

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 Henrique Arraiolos and George Yerolimpos for their efforts in the past year within the Executive Board. Furthermore RB wanted to thank SMS, as she resigned as vice-president, for her commitment and great help during the past year. For that SMS received a small gift. Before going to the Committees elections RB 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 EB will as well create 2 important commissions, a race and a marketing commission, so please inform us if you or someone within your NFs can contribute in one of those commission.

SMS thanked RB and found it interesting, challenging and hard work as ETU Vice-President.

Committees

a. Technical Committee

The Nominees and their votes were as followed:

Technical Committee (7 to elect)				Votes
Ms	Line	Amlund Hagen	NOR	30
Ms	Mary Clare	Bancewicz	GBR	25
Mr	Dirk	Bogaert	BEL	16
Mr	Dominique	Frizza	FRA	19
Mr	Jorge	Garcia Martinez	ESP	26
Mr	Andrey	Gudalov	RUS	18
Mr	Alpár	Nagy	HUN	19
Mr	Tomas	Petr	CZE	17
Mr	Hugo	Ribeiro	POR	14
Mr	Fritz	Schwarz	AUT	15

Elected as a member of the ETU Development Committee are: Line Amlund Hagen, Jorge Garcia Martinez, Mary Clare Bancewicz, Dominique Frizza, Alpár Nagy, Andrey Gudalov and Tomas Petr.

b. Development Committee

As you can see ETU received 7 nominations for 7 places. But as no women are nominated we can only elect 6 people at this stage. The ETU Executive Board will co-opt one women to be part of the Development Committee until the next Annual General Assembly.

The Nominees and their votes were as followed:

Development Committee (6 to elect)				Votes
Mr	Antonin	Bauer	CZE	17
Mr	Sergio	Dias	POR	17
Mr	Yuval	Hets	ISR	30
Mr	Aldo	Lucarini	ITA	26
Mr	Mitja	Mori	SLO	24
Mr	Werner	Taveirne	BEL	23
Mr	Bernard	Saint Jean	FRA	29
Mr	Igor	Sysoev	RUS	21

The ETU Development Committee consists of Yuval Hets, Bernard Saint Jean, Aldo Lucarini, Mitja Mori, Werner Taveirne and Igor Sysoev.

c. Medical & Research Committee

As you can see ETU received 4 nominations for 5 places. The ETU Executive Board will co-opt one person to be part of the Medical & Research Committee until the next AGA. The Nominees all accepted their nomination and were elected to be part of the Medical & Research Committee, which are Lenka Kovarova (33 votes, CZE), Claude Marble (31 votes, FRA), Cecelia Shinn (33 votes, POR) and Reinout Van Schuylenbergh (32 votes, BEL).

d. Paratriathlon Committee

ETU received 4 nominations for 7 places and no women have been nominated by their NF. The ETU Executive Board will therefore co-opt three persons to be part of the Paratriathlon Committee; of which at least one is a woman and this until the next Annual General Assembly. The Nominees all accepted their nomination and were elected to be part of the Paratriathlon Committee, which are Mark Barfield (33 votes, GBR), Alejandro Hidalgo Flores (34 votes, ESP), Cyrille Mazure (33 votes, FRA) and Jose Santos (34 votes, POR).

e. 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 2 nominations, who were: Herwig Grabner (31 votes, AUT) and Halil Kilicoglu (31 votes, TUR). Both were elected and the ETU Executive Board will co-opt a third member for the Committee for 1 year until the next Annual General Assembly.

Part IV: 15.45-17.00

I. Dates and venues of European Championships 2014-2015

The 2014 ETU Triathlon European Championships will take place in Kitzbühel (AUT) from 19 till 22 June. HG showed a presentation of the Kitzbühel 2014 European Championship.

As there are the Youth Olympic Games in Nanjing (CHI) ETU will organize the Youth Olympic Games Qualifier on the 31st of May and 1st of June in Weert, the Netherlands.

Please note as well that the 2015 ETU Triathlon European Championships will take place in Geneva (SUI). The date will be confirmed in due time.

ETU hasn't been able to find an organizer for the Standard Distance Duathlon European Championships and the U23 & Youth Triathlon European Championships. Therefore we will go on with the bid process until 19 July. ETU will announce the successful bid by 26 July.

ETU is in negotiation with Powerman and Challenge to continue the cooperation in organizing respectively the Long Distance Duathlon European Championships and the Middle and Full Distance Triathlon European Championships. More information will follow in due time.

m. Date and Venue of the 2014 ETU Annual General Assembly

RB announced next year's AGA will be in Kitzbühel (AUT) on the 19th of June 2014. The exact venue will be confirmed later.

n. Any Other Business

Some logistic issues regarding transport from the hotel to the race venue have been communicated.

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