



**Minutes of
COUNCIL MEETING No. 184**

Place Madrid, Spain

Date 31 March 2017 / 09:00 – 17:30
1 April 2017 / 09:00 – 14:00

Participants	Leho Haldna (LH)	President
	Astrid Waaler Kaas (AWK)	Senior Vice President
	Michael Dowling (MD)	Vice President
	Mikko Salonen (MS)	Vice President
	Owe Fredholm (OF)	Member
	Vincent Frey (VF)	Member
	Tatiana Kalenderoglu (TK)	Member
	Nik Suter (NS)	Member
	Maria Silvia Viti (MSV)	Member
	Dominic Yue (DY)	Member
	Laszlo Zentai (LZ)	Member
	Tom Hollowell (TH)	CEO
Via Skype (31 March)	Hans Jørgen Kvåle (HJK)	Marketing Manager
	David Wästlund	Sports Administrator
	Malin Fuhr (MF)	Communications and Global Development
	Kirsty McIntyre (KM)	Anti-doping Officer/Office Administrator

1 Opening

President Leho Haldna welcomed the members and declared the meeting opened.

2 Approval of the agenda

The agenda was approved, with the additional of one item under all other business, i.e. preparations for the President Conference.

3 Approval of previous minutes

3.1 Minutes of Council meeting 183

The minutes of Council Meeting No. 183, held on 20-21 January, 2017 in Warsaw, Poland were approved as true records of that meeting.

4 To note decisions taken by e-mail since Council Meeting No. 183

4.1 Decisions taken by Council

1 February 2017: Council unanimously approved the dates of the European Youth Orienteering Championships (EYOC) 2018 in Bulgaria as 28, 29, 30 June and 1 July 2018.

15 March 2017: Council unanimously appointed Christer Carlsson (SWE) Chairperson of the Map Commission.

4.2 Decisions taken by the Event Supervisory Board (ESB)

26 January 2017: The ESB unanimously approved the appointment of Lars Forsberg (SWE) as Senior Event Adviser (SEA) for the Orienteering World Cup 2018 in Norway.

26 January 2017: The ESB unanimously approved the appointment of Péter Molnár (HUN) as Senior Event Adviser (SEA) for the Orienteering World Cup 2018 in the Czech Republic.

26 January 2017: The ESB unanimously approved the appointment of Unni Strand Karlsen (NOR) as Senior Event Adviser (SEA) for the North American Orienteering Championships 2018 (NAOC 2018) in Canada.

14 February 2017: The ESB unanimously approved the Rules Deviation Request from the organisers of WOC 2017 to use the ISOM symbol 527 Settlement to indicate out of bounds areas.

24 February 2017: The ESB, voting 2 in favour and 1 against, approved the Rules Deviation Request from the organisers and SEA of WMTBOC 2017 (LTU) to use map scale 1:7 500 for the relay competition.

29 March 2017: The ESB unanimously approved the appointment of Carl-Göran Strutz (SWE) as Senior Event Adviser - Competition (SEA) for the World Orienteering Championships 2020 in Denmark.

29 March 2017: The ESB unanimously approved the appointment of Száva Zsigmond (HUN) as IOF Senior Event Adviser (SEA) for the European University Orienteering Championships 2019 in the Czech Republic.

5 Correspondence

5.1 Ski Orienteering Athletes Commission (SOAC) – regarding European Ski Orienteering Championships (ESOC) 2017

Council agreed that the correspondence from the SOAC would be discussed in connection with Council agenda item 20.2.

5.2 Ski Orienteering Athletes Commission – regarding the appointment of multiple championships to a single organiser

Council agreed that the correspondence from the SOAC would be discussed in connection with Council agenda item 16.1.

6 President's report

LH reported on activities between the Council meeting in January and March.

Representation at events

LH attended the 3rd World Military Winter Games (WMWG) in Sochi, Russia 23-27 February 2017.

The event hosted 26 countries with ca 400 participants (in 2013/France 40 countries). The Event was held in Sochi and infrastructure from the Olympic Games (OG) 2014 was used for the event. The organisation was on very high level and similar to OG. The opening ceremony and a lot of events were broadcast live on Russian Match TV.

The arena for all 3 orienteering events was the same arena used for biathlon during OG2014. The mapped area was really small, in scale 1:5000 but courses were technically and physically challenging. Depth of snow was ca 1,5-2,5 m. Excellent event with ca 45-50 participants (W+M). During the WMWG discussions were conducted with, Colonel Abdulkhakeem Al Shino, President of CISM, Colonel Dorah Mamby Koita, Secretary General of CISM, representatives of the Russian OF and the local OF.

LH also attended the 22nd World Ski Orienteering Championships (WSOC) 2017, in Krasnojarsk, Russia 06-10 March 2017.

This was the best organised WSOC so far and LH expressed thanks to the Russian Federation and the organisers, lead by Event Director Aleksandr Bliznevsky and the Senior Event Advisers Sixten Sild and Markku Vaukonen.

The organisation of the FISU Winter Universiade 2019 used the event as test event. There was live-TV from all competition days, a lot of journalists, appr 250 volunteers, plus appr 100 security personal. The total number of organisers was 4-5 higher than number of participants. The out-of-forest part was extremely important including all ceremonies which were held on very professional level. There was extensive media interest in the event, particularly in Russia.

Meetings with external organisations

IOF, Ski Orienteering Commission (SOC), FISU technical meeting 09 March 2017

The meeting was held in connection with WSOC in Krasnojarsk with representatives from FISU and the SOC. Discussions included the preparations for the Winter Universiade 2019, the cooperation between the IOF and FISU regarding SkiO, and the possible inclusion of SkiO in the Winter Universiade 2021 in Luzerne, Switzerland. Actions were identified regarding the latter item and were being carried out by the SOC and the IOF Office.

Meetings within the IOF

LH was present at the SOC meeting 10 February 2017 in Imatra, Finland.
Phone meetings with commission chairs

The IOF Office had met with the World Orienteering Championships (WOC) 2017 organisers in Tartu, EST 17 – 18 February 2017, and LH joined for dinner and meetings with office personnel.

COUNCIL WORKING PRACTICES

7 IOF Organisation

7.1 SkiO Commission (SOC)

Council discussed the situation in the SOC where no Chairperson had yet been identified. Antti Myllärinen has agreed to continue as acting Chair until a new Chairperson can be found. Several members had also signaled at the SOC meeting in Imatra, FIN that they intended to retire from the commission. Council agreed the following actions:

- That the IOF Office send a request to all member federations to identify and nominate a potential SOC Chairperson.
- That SOC members who have stated that they intend to retire after the current SkiO season be polled to ascertain their continued involvement or not.
- That at least 3 new members should be identified and asked to join the SOC.

MS presented the Remit for SOC 2017-2018 as finally agreed with SOC after their meeting in Imatra, FIN. Council approved the Remit with 2 minor changes.

MS would do the final update and send all final commission remits to the Office for publication on the IOF website.

7.2 Map Commission (MC)

Council noted the retirement of Håvard Tveite (NOR) as Chairperson of the MC and expressed their thanks for his extensive work in the commission. Christer Carlsson had begun his work as the new Chair.

Council approved the appointment of Ueli Schlatter (SUI) as a member of the MC.

7.3 Regional and Youth Development Commission (RYDC)

Council approved the appointment of Zoran Milovanovic (SRB) as a member of the RYDC.

7.4 Change in the remit of the Event Supervisory Board (ESB)

TH presented a proposal to change the remit of the ESB to include the approval of event dates, venues and programs, as long as they were determined to be within IOF Policy. The reason for the change is to enable more effective working processes between Council, commissions and organisers. The ESB was mandated the responsibility to itself identify when such approvals needed to be lifted to Council level.

Council approved the proposal. The ESB remit would be updated accordingly.

7.5 Review of jury processes and rules

TH presented a proposal to conduct a review of how Council selected and appointed jury members for IOF events, and also of the relevant rules sections regarding jury appointments and work. It was agreed that the review should include the jury guidelines.

Council agreed that the review should be carried out and appointed a working group consisting of MS (lead), VF, OF and MD. The working group would report back at the Council meeting 185 in July 2017.

8 Follow-up of Activity Plan 2016-2018

TH presented his updated evaluation of progress towards the Activity Plan goals. The following comments were noted regarding the Activity Plan areas.

Area 1 – Key outcomes

A priority should be given to putting in place measures for growth in member federations. Council proposed that the assessment questionnaire conducted by RYDC should be divided into 2 parts, one with purely statistical data which should be collected as soon as possible by the Office (for 2016), and one for the more qualitative data. Council proposed that potentially a cooperation with a student could be initiated for this. AWK would discuss these issues with the RYDC Chairperson as well as what additional assistance is required to assist the RYDC in their work.

Council also proposed that the a statutes change should be proposed at the General Assembly (GA) in 2018 to include the submission of data as part of membership obligations.

Area 2 – Youth attractiveness

MSV noted that video material from SkiO and MTBO had been requested and some had been received and uploaded to the IOF youth site.

Area 3 – Position on the world sporting stage

It was agreed that more progress was being made regarding lobby activities than the assessment indicated.

Council also discussed that Council could assist member federations in contacts with their National Olympic Committees (NOC) by joining them for visits to raise the profile of the sport. This was seen as an important service which could be provided. The office would carry out a simple questionnaire to member federations asking 1. whether they are recognised by their NOC, and 2. Whether they receive any funding from their NOC.

Area 4 – Increase visibility

DY commented that he was trying to motivate some Asian countries to develop additional disciplines, such as MTBO in China and TrailO in Chinese Taipei. Discipline Commission (DC) support was required for this.

Area 5 – Management and funding

Council proposed that the clothing sponsorship deal with Siven/Bryzos should be promoted to member federations, particularly in connection with World Orienteering Day (WOD) activities.

9 Strategic Plan 2018-2024

AWK presented a first draft proposal for the Strategic Directions 2018-2024 following the group working sessions that had been carried out in connection with the IOF Joint Meeting in Warsaw in January. Council then broke into smaller working groups to create engagement from all regarding the structure and contents of the document. Following the group sessions, the results of the discussions were presented. It was agreed that AWK and TH would formulate a consultation paper to be sent to member federations and the IOF organisation in preparation for the Presidents Conference (PC) in Estonia. The consultation paper should present the alternatives discussed by Council. The consultation paper would be sent to the full Council for review prior to sending out to member federations. The schedule for the development of the Strategic Directions 2018 – 2024 was discussed and agreed.

Latest May 1, 2017	Consultation paper sent to member federations and the IOF organisation.
Latest June 15, 2017	Consultation responses expected
At PC - 6 July, 2017	Presentation of the draft Strategic Directions based upon the above consultation.
Council meeting Oct	Updated draft following input from the PC, determination is additional consultation is required
Joint Meeting Jan, 2018	Final discussions with IOF organisation
Council meeting Apr 2018	Final document Strategic Plan 2018-2024

10 Finance

10.1 Sponsorship Report

HJK presented the current status of sponsorship sales work. No further sponsorship deals had been closed during the last period. The number of contacts has however increased. Contacts had been made with sponsorship agencies in the Nordic countries showing interest in selling IOF products. One difficulty identified was that there was not yet a TV broadcast agreement yet in place for either Sweden or Norway which made selling in these markets challenging.

The IOF Sponsor Guide had been updated and this would be used as the basis for all future organisers agreements. Council approved the Sponsor Guide but asked that clarifications be made in some of the detailed specifications. The Guide would be updated accordingly.

The brochure "Sponsorship opportunities with the IOF" had also been updated, particularly related to advertising on Eventor, LIVE Orienteering etc. and was now be used.

A Partner Newsletter had also been created and the first 2 editions of this had been sent out. Council requested to be added to the mailing list to receive the Newsletters.

10.2 Annual Report 2016

TH presented the Annual Report for 2016 and the Auditors report to Council. Council approved and signed the Annual Report.

10.3 Proposal regarding World Ranking Event (WRE) service fees

DW presented a proposal to modify the service fees for WREs prepared by DW, LH and TH with the assistance of David May (FOC). The intention was to change the fee structure from a set fee per WRE, to a fee based upon the number of entries. This to motivate further WREs in SkiO, MTBO and smaller member federations. It was noted that this structure would also apply to and motivate TrailO WREs when introduced. The proposal concluded that further consultation and analysis was required prior to implementing the modification and this was suggested.

Council approved the proposal in principle and agreed that it should now be consulted, in accordance with the questions posed in the proposal document, with all 4 DCs and also with federations having the largest WRE events. Council asked that the consultation also include whether to maintain the current restriction on the number of WREs per federation.

A final proposal would be prepared for the Council meeting in July and if finally approved be implemented for the 2018 season.

10.4 Forecast 2017

TH presented the updated forecast for the remainder of the year 2017. Due to higher than budgeted numbers of entries to World Masters Championships in FootO (WMOC) and SkiO (WMSOC) the income forecast was slightly improved. It was difficult to forecast TV Rights income and TV costs due to the fact that agreements had not yet been reached for some of the key markets and this was identified as a risk. Sponsorship income was also identified as a risk. Sponsorship sales for the year were higher than 2016, but below the 2017 budget. The cost reductions implemented in the IOF Office at the end of 2016 had given positive effects and staff costs and running costs were below budget. Cost savings were also being introduced in the development projects for IT systems. Council approved the additional costs required for implementation of arena productions at The World Games with limit of 20 TEUR.

11 Key Performance Indicators

This agenda item was tabled.

GLOBAL DEVELOPMENT

12 Global development/RYDC

12.1 Status Global Developments

MF presented a report on recent activities in global development.

- The WOC Clinic 2017 was progressing as planned with the target of accommodating 10 athletes from development countries but displaying high levels of ability.
- A list of ongoing development projects had been published on orienteering.org including required support for each project. The intention was to further develop this to also include the opportunity to give donations directly to each project.
- The RYDC had initiated a project to create a global volunteers database, i.e. an on-line platform to offer development skills and expertise and link this with projects asking for assistance.
- A larger Erasmus+ project was being planned and administrative assistance had been recruited to formulate the necessary application documents.
- A list of newly identified projects and opportunities was presented.

Council requested that a status list of countries who are considering membership in the IOF, or are getting close to membership, be presented at the Council meeting in July.

12.2 World Orienteering Day

MF presented a report about the status and progress of World Orienteering Day 2017. The project was progressing well.

- 2 WOD Newsletters had been sent out.
- A WOD Graphical Manual and organiser mini-guideline had been produced and was well-received
- A new slogan "Be part of something bigger! Colour the World!" had been introduced and activities around this had been initiated.
- 10 WOD Ambassadors had been recruited.
- 400+ WOD locations were registered as of March 31. A comparison with 2016 was difficult since the site opened at the end of March 2016.

12.3 Sprint relay in Regional Youth Championships

This item was remaining from Council meeting 183. AWK reported that an investigation of the rules for Regional Youth Championships had revealed that it was allowed for a Sprint Relay to be the team event so this item was only for information to Council.

12.4 Cooperation with multisport games organisations

AWK presented a proposal to try to create guidelines or a policy regarding which types of multisport games the IOF should seek cooperation with and/or agree cooperation with. The issue was raised as the RYDC and the IOF Office have each been approached by multisport games organisations seeking endorsement and/or cooperation. The number of multisport games is increasing both among commercial and non-commercial constellations.

Council agreed to the proposal and created a working group consisting of AWK, TK, DY and an Office representative. It was noted that a starting point should be the work previously done in this area by Edmond S (FRA).

A proposal from the working group was expected for the Council meeting in July.

STRATEGIC ITEMS

13 Other strategic items

13.1 Branding/Communications

MF presented the proposed IOF Brand Book. Council was very appreciative and positive about the proposal but asked that the section with discipline logos/LIVE Orienteering logos be clarified regarding their use. Council also desired a common "ORIENTEERING" logo without discipline specification. The target date for final e-mail approval was 15 April.

13.2 Review of IOF Policy on conflicting dates

LH presented a proposal to carry out a review of the policy on conflicting dates, indicating several examples where clarity and changes may be needed. Council agreed to the proposal and it was agreed that MD would liaison with DW regarding updates to the policy. A proposal for changes to the policy would be presented at the Council meeting in July.

COMMISSIONS

14 Map Commission (MC)

14.1 International Specification for Orienteering Maps (ISOM) 2017

LZ presented the final version of the ISOM 2017. The text of the document was complete and all symbol specifications and illustrations were complete with the exception of 4 minor illustrations which were to be added as soon as possible. Also PDF versions for web needed to be generated.

Council approved the International Specification for Orienteering Maps ISOM 2017.

It was agreed that the ISOM 2017 document should be fully published and valid as of 1 May, 2017, i.e. in both print and web versions.

For IOF events between 1 May and 31 December 2017, both ISOM 2000 and ISOM 2017 could be accepted, but which map standard is used at the event must be clearly stated in the Bulletin(s) for the event. For all events after 1 January 2018, ISOM 2017 should be used unless there are contractual limitations which would prevent this.

As follow-up to the publication of ISOM 2017 Council decided to task the MC and RC with updating the relevant Sprint, SkiO and MTBO standards and rules to follow the same standard as was established in ISOM 2017, i.e. that all rules issues should be removed from the map standards and only be published in the IOF rules. And also to update the other standards based upon any changes in ISOM which need to be carried over.

Furthermore Council decided to task the MC to investigate if the map standards could be combined into one common standard document.

15 FootO Commission (FOC)

15.1 Standard program for WOC

Council approved the proposed program from FOC regarding WOC from 2019 as:

- Day 1: middle distance qualification
- Day 2: long distance competition (one-off final)
- Day 3: rest day
- Day 4: middle distance final
- Day 5: relay competition

Council noted that this program should be maintained for at least WOC 2019 and 2021 before being evaluated. AWK requested that it be noted in the minutes that she was not in agreement with the decision.

15.2 WOC long distance qualification for WOC

DW presented the FOC proposal for qualification methodology for the WOC long distance from 2019.

Council approved the recommended method for WOC 2019 and that it should then be re-evaluated for 2021.

15.3 Long-term international planning calendar

Council approved the FOC proposal for a long-term international planning calendar and its use in upcoming applications for FootO events. Council wished to express thanks to the FOC for its good work in progressing and consulting this work with a broad group of stakeholders.

15.4 WMOC 2019 dates

Council approved the dates of WMOC 2020 in Latvia as 5-12 July 2019.

15.5 Report from Sprint WOC new format testing

MSV presented a report from her attendance at the test events held in Italy in March. TH reported that the project management responsibility for the testing project had been transferred to Daniel Leibundgut and that further testing was planned with the target of having a recommendation ready for Council decision at the Council meeting in October.

Council discussed the report and asked that a status report on testing be presented by FOC for the Council meeting in July.

16 SkiO Commission (SOC)

16.1 SkiO Events 2019

Council approved the proposal from the SOC to appoint the European Ski Orienteering Championships (ESOC) 2019 to Turkey during the dates 4 – 12 February 2019.

Council approved the proposal from the SOC to appoint the World Ski Orienteering Championships (WSOC) 2019, Junior World Ski Orienteering Championships (JWSOC), European Youth Ski Orienteering Championships (EYSOC) and World Masters Ski Orienteering Championships (WMSOC) to Sweden during the dates 19 – 24 March 2019.

Council also reviewed the letter received from SOAC regarding the award of several championships events to a single organiser. Council tasked TH with responding to SAOC to explain the background for the above decision.

Note: Tatiana Kalenderoglu and Owe Fredholm did not participate in the decision.

17 Rules Commission (RC)

17.1 Approval Learnjoy punching system

Council gave Provisional Approval to the Learnjoy electronic punching system as was recommended by the RC.

17.2 Report – Control descriptions project

Council reviewed the report provided by RC regarding the Control Description Revision Project and approved of the proposed schedule for finalisation.

Council however asked RC to implement the proposal sent in by the AUS member federation regarding changes in the control descriptions for dot knoll and boulder as they felt this proposal had merit.

18 Environment Commission (EnvC)

18.1 Sustainability Policy

Council reviewed and discussed the very complete Sustainability Policy document provided by the EnvC for consultation. Council asked that it be suggested to the EnvC to formulate a shorter policy document while using the complete document as background information. This was to be done prior to further consultation.

Council agreed with the provided overall schedule for consultation and completion of the Sustainability Policy although it needed to be synchronized with planned Council meetings.

Council members were asked to provide individual feedback to the EnvC regarding details in the document. Council wished to thank the EnvC for their initial work with the Sustainability Policy.

19 IT Commission (ITC)

19.1 Report IT Quality project

Council reviewed the report from the ITC regarding the creation of IT Quality Guidelines documents and IT Assistant SEA issues. Council was very appreciative of the progress made by the ITC.

20 ESOC 2017

20.1 Report

TK presented a report from ESOC 2017 where she had been the Council representative. A number of issues were raised in the report:

- Low-key dressing of the event which detracted from the status of the championships
- Protocol issues with little control of award ceremonies
- Problems with the electronic punching system during the event
- Difficulties in cooperation between the organisers and SEAs for the event.

Council asked that the issues with the electronic punching system be referred to ITC for investigation and corrective actions.

Council asked that the SEA/organiser issues be evaluated by the SOC.

TK also reported about the handling of the complaint, protest and jury ruling regarding the Middle Distance race at ESOC.

20.2 Actions

Council specifically discussed a number of issues which arose from the ESOC Middle Distance race. Reports had been collected from TK, the SEAs, RC, SOC and the organiser. In addition Council reviewed the Complaint and Protest documentation. Council decided the following regarding identified issues:

1. RC was tasked to update the SkiO Competition Rules to include a clause which would not allow the elimination of a single leg from a competition course, as in FootO rule 24.15. Council further noted that this rule should be harmonised between all relevant disciplines.
2. RC was tasked with formulating a change to the rules which would allow a jury decision to be appealed to the IOF Council, but only in case of lacks in procedural issues. RC should find a relevant wording to be harmonised for all disciplines.
3. RC was furthermore asked to harmonise the rules regarding clause 17.2 across all relevant disciplines, where the FootO rules should provide the base for the rules.
4. Consistent with the new ISOM 2017, the ISSkiOM and SkiO rules should be aligned, i.e. rules regarding forbidden/uncrossable areas should not be defined in the map standards but in the competition rules. RC and MC were tasked with implementing this change.
5. Council unanimously decided that the ESOC Middle Distance jury ruling was to be referred to the Ethics Commission to determine if an Ethics violation had occurred regarding conflict of interest in the jury.

21 Update of Protocol Guide

KM presented a number of proposed changes to the IOF Protocol Guide.

Council approved the change making announcements in host country language optional for the organiser.

Council approved the change regarding the order of flags as being alphabetical order in accordance with the list of official IOF/IOC acronyms. This should also apply to the Opening Ceremony parade.

Council did not approve the change regarding the handing out of diplomas off stage, after the award ceremony.

In addition to the changes proposed, Council also tasked KM with updating the Protocol Guide to reflect that the Closing Ceremony should be completed prior to the final award ceremony.

Finally, Council decided to delegate the responsibility for the Protocol Guide to the IOF Office.

22 Any other business

22.1 Transgender Policy

TH presented a proposal for the IOF Transgender Policy. The policy was based upon the IOC Consensus Meeting on Gender Reassignment (November 2015) and had been recommended by the MedC.

Council unanimously approved the policy.

22.2 Anti-doping information

KM reported on an Anti-doping Rules Violation (ADRV) which had been reported to the IOF by the National Anti-doping Organisation (NADO) in Brazil. The testing had been ordered by the Brazilian Orienteering Federation (CBO). An athlete participating in a FootO WRE in Brasília, Brazil, on 25 September 2016 had tested positive and the ADRV had resulted in a ruling by the Brazilian NADO to sanction the athlete with a period of ineligibility of six months, starting on 24 November 2016.

Council reviewed the case and determined that it would not appeal the length of the suspension. Council asked KM to liaise with the CBO regarding Anti-doping education requirements.

22.3 WTOC 2019 venue & dates

Council approved the move of venue for WTOC 2019 from Viseu to Idanha-a-Nova, POR and the change of dates from July 13-19 to June 23-29, 2019.

22.4 Presidents Conference planning

Council discussed the agenda for the Presidents Conference 2017, to be held in Tartu EST 6 July, 2017, and agreed that the agenda should contain the following items, with primary focus on the Strategic Directions 2018-2024:

- Summary of activities since the GA 2016 LH
- Strategic Directions 2018-2024 AWK
- Strategic Planning Calendar/Future Applications NS (w/FOC support)
- Sustainability Policy MSV (w/ EnvC support)
- Anti-doping update TH/KM

23 Future Council meetings, dates and venues

23.1 3 July – 6 July 2017, Tartu EST (WOC2017)

23.2 13 - 14 October 2017, Stockholm, SWE (tbc)

24 Closure of the meeting

Council expressed their appreciation to the Spanish Orienteering Federation, and particularly FEDO President Jose Enrique Barcia and Secretary Jesús de Miguel, for their extensive assistance with the preparations for the Council meeting and for hosting Council.

President Leho Haldna closed the meeting and thanked the Council members for their contributions to an efficient and productive meeting.

Leho Haldna
President

Tom Hollowell
Secretary General/CEO