



**Minutes of  
COUNCIL MEETING No. 187**

Place Warsaw, Poland

Date 19 January 2018 / 09:00 – 18:00  
20 January 2018 / 15:00 – 17:30

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
	Maria Silvia Viti (MSV)	Member
	Dominic Yue (DY)	Member
	Laszlo Zentai (LZ)	Member
	Tom Hollowell (TH)	Secretary General/CEO
	David Wästlund (DW)	Sports Administrator
	Kirsty McIntyre (KM)	Anti-doping Officer/Office Administrator
Apologies:	Nik Suter (NS)	Member

1 Opening

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

2 Approval of the agenda

The agenda was approved. The Joint Meeting of Council and Commissions was held from 9:00 – 12:00 on Saturday, and Council members were to meet with the commissions they were responsible for from 13:00 – 15:00 on Saturday. The agenda would be amended with any items which were forwarded by the respective commissions during the meetings.

3 Approval of previous minutes

3.1 Minutes of Council meeting 186

The minutes of Council Meeting No. 186, held on 13 – 14 October 2017 in Stockholm, Sweden, with one amendment to item 15 Sustainability Policy recognizing the work of the Environment Commission (EnvC), were approved as true records of that meeting.

TH reported regarding item 186 - 8 that 49 member federations had now answered the member survey which had been sent out by the IOF Office in September. It was desirable to continue to chase further answers as even some of the larger member federations still had not answered. The survey answers did provide some interesting information and were being followed up by Council and the Regional and Youth Development Commission (RYDC).

TH reported regarding item 185 – 20.8 that 2 potential applicants for the European Orienteering Championships (EOC) 2020 had been identified and the FootO Commission (FOC) was waiting on receiving formal applications for evaluation.

TH reported regarding item 185 – 21.1 that the member federation in the Czech Republic (CZE) has been contacted and responded negatively to the request to consider organising the World Trail Orienteering Championships (WTOC) 2021 in connection with the World Orienteering Championships (WOC) in the same year.

#### 4 To note decisions taken by e-mail since Council Meeting No. 186

##### 4.1 Decisions taken by Council

16 November 2017: The Council approved the appointment of Adam Chromy (CZE) as a member of the FootO Commission (FOC).

##### 4.2 Decisions taken by the Event Supervisory Board (ESB)

14 October 2017: The ESB unanimously approved the appointment of Göran Andersson (SWE) as the Senior Event Adviser (SEA) for the Orienteering World Cup round 1 2019 in Finland.

14 October 2017: The ESB unanimously approved the appointment of Jerzy Antonowicz (POL) as the Senior Event Adviser (SEA) for the Orienteering World Cup round 3 2019 in Switzerland.

14 October 2017: The ESB unanimously approved the appointment of Blair Trewin as the Senior Event Adviser (SEA) for the Orienteering World Cup round 4 2019 in China. This appointment had been made contingent upon the awarding of the event to China in accordance with the decision of Council meeting 186 Item 20.6. The appointment had been confirmed in December 2017.

20 November 2017: The ESB approved the appointment of the Jury for the Ski Orienteering World Cup 1 in Ylläs Finland to be Raul Kudre (EST) and Frans Wickbom (SWE). The third member, selected by Finnish Orienteering Federation, is Mika Ilomäki (FIN).

#### 5 Correspondence

There were no items of correspondence to deal with as part of this item. Some correspondence was to be handled within specific items later in the agenda.

#### 6 President's report

LH reported on activities between the Council meeting in October 2017 and January 2018.

LH had represented the IOF at

- A meeting with the Russian OF President and the Governor of Vladimir Region in Russia 26-28.10.2017, regarding a potential application for the Sprint WOC 2022.
- Meetings with the Chinese Olympic Committee and the Orienteering Association of China, 30-31.10.2017, where the creation of a development plan for orienteering in China was discussed and endorsed.
- A meeting with FISU Winter Universiade 2021 Organising Committee in Luzern, 08.11.2017 to discuss the potential inclusion of Ski Orienteering as an optional sport.
- The IF Forum, Lausanne 08.11- 10.11.2017. The subject of the conference this year was sustainability, and many meetings with partner organisations and other International federations took place.
- A visit to the Kazakhstan Olympic Committee and Ministry of Culture and Sports, and meetings with the Kazakhstan Orienteering Federation, 24-25.11.2017 to discuss the development of orienteering in Kazakhstan.

LH had also assisted in finding a new organiser of the SkiO World University Championships to be held in Estonia in February 2018, through meetings with the Estonian University Sports Federation and local clubs.

Council noted that the inclusion of ski orienteering in the Universiade was important for the development of the discipline.

LH recommended that we rename the Environment Commission, the Sustainability and Environment Commission, and formulate sustainability more clearly in the commissions remit. Council agreed to change the name of the commission to the Sustainability and Environment Commission (SEC).

During the visit to KAZ, the member federation had shown interest in there being an Asian Ski Orienteering Championships as an official regional championships, and they were willing to undertake the organisation of a first version. It was agreed that DY, as chair of the Asian Working Group (AWG), and the IOF Office would investigate the interest for this among the Asian members.

KAZ had also asked for mapping clinics in Russian language, where they would be able to support the costs of organising this. It was agreed that this request should be forwarded to the Russian Orienteering Federation and the RYDC (via member Vladimir Gorin, RUS) to see if they can provide the requested support to KAZ.

## 7 Preparation for the Joint Meeting

Council reviewed the agenda and presentations for the Joint Meeting between Council and IOF commissions, and discussed how to most effectively conduct the planned group working sessions.

## STRONG MANAGEMENT AND FUNDING

### 8 Follow-up of Activity Plan 2016-2018

TH presented an updated evaluation of progress towards the Activity Plan goals.

Progress was being made in most areas in accordance with the plan. Council commented specifically on 2 areas;

1. Development work by the discipline commissions had been at quite a low level during 2017. Each Council member was asked to discuss development plans for 2018 with the commissions within their area of responsibility.
2. Council agreed that there should be a differentiation by region regarding which youth championships were viable to organise.

### 9 KPIs

TH presented an updated to the list of KPIs which are to be followed in accordance with the General Assembly 2018 (GA 2018) targets in the Activity Plan. The KPIs had also been distributed to the commissions and Council members agreed to discuss and follow-up these when meeting with their respective commissions.

It was agreed that additional KPIs for Number of WRE events and Number of countries organising WREs should be added.

### 10 Finance

#### 10.1 Sponsorship Report

TH presented a sponsorship report noting the following

- The value of external sponsorships had ended at 84 TEUR for the year 2017
- Focus in the current work was on implementing the new Nokian Tyres sponsorship agreement including World Cup and other events and finalizing sponsorship agreements for World Orienteering Day 2018.
- The value of already contracted sponsorships for 2018 was currently 95 TEUR.
- Discussions were ongoing with an additional sponsor for World Orienteering Day, and were to be concluded by the end of January.

#### 10.2 Preliminary result 2017

TH presented the preliminary financial result for the full year 2017. The financials were complete and had been sent to the IOF Auditors for their audit. The audited accounts and Annual Report would be ready for approval at the April 2018 Council meeting.

The preliminary financials showed a final result of approximately 16 TEUR for the year 2017. The preliminary balance sheet showed a corresponding increase in equity and a cash position of 157 TEUR at the end of year 2017.

TH also presented a financial analysis for 2017 highlighting a level-of-effort analysis regarding the areas member services, event services (per discipline), development projects and anti-doping work. Council tasked TH with discussing this analysis further with the respective commissions to assess potential areas for improvement and differentiation in services to be provided. An updated analysis based upon the final result for the year, and discussion materials, were to be prepared for the next Council meeting.

Council wished to express its appreciation to the IOF Office for the efforts made regarding financial control and member services.

The preliminary 2017 financials were to be presented at the Joint Meeting and were to be communicated to all members once the IOF Auditors had reviewed them.

### 10.3 Forecast 2018

TH presented an updated forecast for 2018 based upon the preliminary result for 2017 and the principle decisions from the Council meeting 186 in Stockholm. A few comments to the forecast were presented:

- The forecast for sponsorships was set at 150 TEUR for the year, where 95 TEUR of this was already contracted for.
- Entries to the WMOC 2018 in Denmark were very good and the forecasted income from the event was increased.
- The new system for WRE fees was in place and the expected income from WREs needed to be updated based upon the number of approved WREs.
- The net income from TV rights was set conservatively.
- Investments were to be made in the development of Eventor, LIVE Orienteering and an update to the IOF webpage.
- TH had not yet received final forecast and activity data for 2018 from all commissions although no significant changes were expected.

Council approved the forecast as presented. TH would update the final forecast once all commissions had responded.

The new forecast for 2018 showed a positive result for the IOF of approximately +70 TEUR. Council noted that this was appropriate and took consideration of any risk involved in not meeting the target sponsorship level of 150 TEUR.

## 11 Strategic Directions 2018 - 2024

### 11.1 Activity Plan 2018 – 2020

AWK presented the feedback received through the consultation with member federations and commissions since the previous Council meeting. Comments had been received regarding further clarification of the Vision, Mission and strategic goals as well as general and detailed comments about the Activity Plan.

AWK presented the planned presentation and group work for the Joint Meeting. As a lot of the consultation commentary had focused on the need to prioritize the many activities in the Activity Plan, this was to be the focus of the group work.

Following the Joint Meeting, Council briefly discussed the results of the group work and the path forward. It was agreed that AWK and TH would create a new draft of the Strategic Directions and the Activity Plan based upon the feedback received in the consultation, from the group work and from the Council discussions. This draft would be sent to Council at the end of January and after that would be sent out for final member consultation for answers prior to March 15, 2018.

#### 11.2 Long term financing plan 2018 -

TH presented an overview of IOF finances from 2013 to 2018 and thoughts about the long-term financing plan for the period 2018-2024. This was to be presented at the Joint Meeting.

Council agreed that as far as financing for the 2018 – 2024 period was concerned the following should be communicated:

- Focus should continue to be on growing external income.
- As part of the Strategic and Activity Plan for 2018 – 2024 an evaluation of internal financing sources was required, i.e. membership fees and event sanction fees. The overall level of membership fees and sanction fees had not increased since 2013, although services provided to members and event organisers had increased.
- Anti-doping Fund income should continue to be balanced with the costs of anti-doping work.
- The Strategic and Activity Plan 2018 – 2024 should establish targets (% of expenditures) for maximum fixed cost elements like staff and office costs.
- Investments should be made in line with priorities in the Activity Plan

Council agreed that the long-term financing plan should be included with the Strategic Directions for presentation at the General Assembly in 2018.

#### 12 Proposed Statutes Changes for GA 2018

MS presented a second draft version of the IOF Statutes including suggested changes. Council discussed and proposed a few minor changes to the draft.

MS was to update the Statutes proposal in accordance with the Council discussions and a final version would be discussed at the Council meeting in April 2018. It was agreed that MS should also consult on the changes with members who had shown an interest in the proposed updates to the Statutes.

#### 13 Audit of IOF processes and documents – progress report

OF reported that a meeting would be held with the Ethics Commission (EthC) in connection with the Joint Meeting, to determine the exact scope and responsibilities between the Council and the EthC. The plan was still to have any changes and improvements ready for the Council meeting in April.

#### 14 IT Commission composition

IT Commission (ITC) Chair Håkan Blomgren (HB) presented to the Council his thoughts on new working methods for the ITC and the impact this would have on commission composition. Council was fully in support of the planned focus areas.

It was agreed that the ITC should consist of 6-7 working members and that recruiting of new members should proceed. HB would provide input to the IOF Office regarding descriptions of the necessary competencies sought for commission members. The Office would then distribute this to member federations for nominations.

Furthermore, it was agreed that the IT Assistant SEA role should initially be focused on the IOFs most important events and it was agreed that the IT requirements table included in the new IT Requirements document could provide guidance as to which events to focus efforts on.

#### 15 Preparation timeline for General Assembly 2018 (GA2018)

TH presented a timeline for the preparations for the GA2018. Council discussed the timeline and actions included.

A working group was created including AWK, MD, MS and TK to review the membership categories and fees in accordance with the methodology established previously. The group would report back for the April Council meeting with suggestions for membership fees 2019 and 2020 and any suggested category changes for members.

A call for applications to host the GA2020 would be sent out with an application date end of July 2018.

### **FOCUS ON KEY OUTCOMES**

#### 16 Cooperation multisport games organisations

TH presented a suggested evaluation template for evaluating multisport games where orienteering could be considered for inclusion, in accordance with the Strategic Plan.

Council agreed in general but suggested adding a criteria about whether participation in the games would support the goal of Olympic inclusion.

TH would update the criteria and together with AWK and DY test the evaluation criteria against multisport games where orienteering was already present or was actively seeking inclusion. The resulting analysis would be presented at the next Council meeting.

#### 17 China – development plan

TH reported about his 2 recent visits to China and the Orienteering Association of China (OAC). In connection with the visits meetings had been held with the OAC regarding a development plan for orienteering in China. The OAC was requesting the assistance of the IOF in creating and implementing the plan. The development plan included 2 key areas; support for the development of Chinese athletes through coaching activities, and support for the development of event quality and specifically high-level event organisation through organisers clinics. OAC has an ambition to apply for IOF high-level events in the future, where the World Cup 2019 is a first step. TH reported that coordination was going on with the FOC and RYDC regarding the development plan.

## 18 Report on Olympic inclusion – Beijing 2022 and Paris 2024

TH reported about ongoing projects aimed at inclusion in the programme of the Olympic Games (OG) in 2022 and 2024.

During the visit by LH and TH to the Chinese Olympic Committee in November, they had requested that the IOF apply for the inclusion of Ski Orienteering at Beijing 2022 by sending an application to the Beijing Organising Committee (BOCOG). The application was sent, via the OAC, at the end of November. Follow-up is ongoing, but based upon information received it would appear that neither the BOCOG nor the IOC is currently planning on adding any additional sports or events to the programme of Beijing 2022.

Regarding Paris 2024, the IOF had supported the French Orienteering Federation (FFCO) in preparing a letter with an initial show of interest addressed to the French Olympic Committee and the Paris 2024 Bid and intermediate Organising Committee. This letter and information was delivered by FFCO President Michel Ediar at a brief meeting in Paris. The IOF had also received feedback from the IOC that the application and evaluation process for new events at Paris 2024 was not yet established since the formal Organising Committee for Paris 2024 was in formation. The expectation was that the process for inclusion as a sport nominated by the local organising committee would be established and communicated around June 2018.

LH and TH were to have a meeting with the representatives of FFCO present at the Joint Meeting, including President Michel Ediar, to discuss the necessary cooperation and activities for seeking inclusion in the Paris 2024 OG.

## **POSITION ON THE WORLD SPORTING STAGE**

### 19 Nominations to ARISF and IWGA boards

LH reported about the possibility to nominate candidates for the Association of IOC recognized International Sports Federations (ARISF) and International World Games Association (IWGA) boards, at the upcoming General Assemblies of the organisations in April.

A nomination for TH to become a board member of IWGA had been sent in January 16<sup>th</sup>, and a nomination for TH to become a board member of ARISF would be sent by January 31<sup>st</sup>.

## **INCREASED VISIBILITY**

### 20 World Ranking System (WRS) development

MD presented a proposed remit and working group members for the review of the World Ranking System. Council approved the remit only asking that a timeline be added to show expected deadlines for the work. The proposed working group members were to be approached by the IOF Office, in cooperation with MD, to ascertain their interest and availability. In order to have any changes to the WRS be applicable for the 2019 season the working group was to report back with an intermediate report to Council at the June meeting and final recommendations to the Council meeting in August.

## OTHER BUSINESS

### 21 FootO Commission (FOC)

#### 21.1 FOC proposal regarding event applications

TK presented the Council working groups review and recommendations based upon the FOC proposal to allow for applications and appointments of multiple events at the same time.

Council discussed the review and decided to implement a first step in the process.

For applications due by March 31, 2018 the applicants were to indicate whether they would like their bid to be valid for the current and the next successive bid period. Applications would be considered and evaluated for both bid periods, unless retracted by the member federation. Events would however only be appointed for the current period. Application fees (valid for WOC and WMOC) only needed to be paid once, unless the member federation made significant changes to the bid prior to the next evaluation period. Bids which did not fulfil the bid criteria, i.e. were deemed as un-successful would not be carried forward to the next period.

Council decided also to continue to evaluate the opportunity for awarding bids for several years and several events at the same time, but any changes would not take effect until the next evaluation period, i.e. after 1 January 2019.

#### 21.2 Orienteering World Cup 2019 programme

Council received information from the FOC about the planned programme for the Orienteering World Cup 2019. Council was favourable to the planned programme and tasked the FOC with creating the Special Rules for approval.

#### 21.3 Dates of European Youth Orienteering Championships (EYOC) 2019

FOC had forwarded a request from the EYOC organiser in Belarus to move the dates of EYOC to 30 May – 2 June. Council did not accept the dates, which would be too early in the summer and before school holidays in most European countries and would cause difficulties for participation. FOC was tasked with working with the organiser to find new more appropriate dates.

#### 21.4 FOC remit 2018

The FOC remit had been discussed and was to be finalized and submitted for Council approval before the end of January 2018.

### 22 MTBO Commission (MTBOC)

#### 22.1 Qualification procedure for allocating long distance start slots at WMTBOC 2018

Council approved the MTBOC proposal.

#### 22.2 Special Rules for the MTBO World Cup 2018

Council approved the MTBOC proposal

### 22.3 MTBOC remit 2018

The MTBOC remit had been discussed and was to be finalized and submitted for Council approval before the end of January 2018.

## 23 Ski Orienteering Commission (SOC)

### 23.1 SOC remit 2018

Council approved the SOC remit for 2018, with one change. The action item which had been allocated to "all SOC members" was to be changed to TK (Chair) responsibility.

## 24 Trial Orienteering Commission (TOC)

### 24.1 TOC remit 2018

The TOC remit had been discussed and was to be finalized and submitted for Council approval before the end of January 2018.

### 24.2 TrailO Event sanction fees

LH/OF reported that the TOC had agreed that the sanction fee for WTOC should be raised to 5000 EUR. The increases would come into effect as of the next bid period for the event.

## 25 Environment Commission (EnvC)

### 25.1 EnvC remit

The EnvC remit was to be updated moving the creation of the Sustainability Policy from permanent task to a 2018 specific task. Also, the remit should be updated with the new name of the commission Sustainability and Environment Commission (SEC). All remits were to be reviewed to update the working procedures regarding meetings, at WOC week and/or GA.

## 26 Regional and Youth Development Commission (RYDC)

### 26.1 Commission composition

AWK informed that Luiz Sergio Mendes (BRA) would be leaving the commission but would remain as Regional Coordinator for South America.

### 26.2 Remit 2018

The RYDC remit had been discussed and was to be finalized and submitted for Council approval before the end of January 2018.

## 27 Map Commission (MC)

### 27.1 ISSOM revision information

Council was informed about the timeline for the revision of the International Standard for Sprint Orienteering Maps (ISSOM). MC had prepared a draft standard which was to be distributed for consultation before the end of January 2018. Consultation answers were to be received by May 1, 2018. The plan was for the Council to approve the new standard at the Council meeting in June 2018.

### 27.2 Remit 2018

The MC remit had been discussed and was to be finalized and submitted for Council approval before the end of January 2018.

## 28 Rules Commission (RC)

### 28.1 Remit 2018

The RC remit had been discussed and was to be finalized and submitted for Council approval before the end of January 2018.

## 29 IT Commission (ITC)

### 29.1 Remit 2018

The ITC remit had been discussed and was to be finalized and submitted for Council approval before the end of January 2018.

## 30 Medical Commission (MedC)

### 30.1 Remit 2018

The MedC remit had been discussed and was to be finalized and submitted for Council approval before the end of January 2018.

## 31 Event Reports

### 31.1 SkiO World Cup round 1 (FIN)

TH had submitted a report from the SkiO World Cup round 1 for Council information. The report would be distributed to the SOC for information.

### 31.2 TrailO Clinic and Terrain Survey in Hong Kong

OF had submitted a report from the TrailO Clinic and visit he had made to Hong Kong in December.

## 32 Any other business

### 32.1 IOF Representation 2018

Council reviewed and updated the list of representation assignments for the year 2018. TH would inform the organisers of IOF events who would be the official representative at each event.

### 32.2 IOF Family Concept - discussion

LH presented a discussion paper regarding modifying and simplifying the current VIP structure and organisation at our events to be more inclusive, less costly and less of a burden on organisers. The concept to be called IOF Family.

Council discussed and found that the proposal had merit and should be implemented. There were however a number of areas which should be considered prior to implementation. It was agreed that the concept should be developed in more detail and discussed with organisers and commissions. The target was to have the IOF Family concept ready for implementation at events in 2019.

### 32.3 Potential breach of embargoed area WOC 2018

The Event Supervisory Board (ESB) had previously received information, and was asked for a ruling, regarding 2 athletes potentially breaching the embargoed area for WOC 2018 by using an aerial attraction (zip-line) which partially entered the area above the embargoed area. The ESB had referred the issue to the full Council as it felt that this was an important principle issue which required Council discussion.

The Council determined that the athletes had in fact breached the embargoed area by using the zip-line attraction. Furthermore, that the breach did not extend significantly into the embargoed area and that limited information could have been gained.

Council decided that the breach of the embargoed area constituted a violation of the IOF rules and that sanctioning the athletes was appropriate.

In voting (4 Yes/5 No/1 abstain/1 vote not present) to a proposal to disqualify the athletes from participation in WOC 2018, Council determined that the athletes would not be disqualified from WOC 2018.

In voting (5 Yes/3 No/2 abstain/1 vote not present) to a proposal to refuse or suspend the athletes an Athletes License for a period of time, Council determined that the athletes would have their Athletes Licenses suspended or refused from the date of this decision (January 20, 2018) until June 1, 2018. During this period of time the athletes would not be allowed participation in IOF events requiring an Athletes License.

In voting (6 Yes/2 No/2 abstain/1 vote not present) Council determined that the zip-line attraction was to be excluded from the embargoed area by the organisers. This to guarantee fairness for all potential WOC participants.

Council also tasked the RC, in consultation with the respective discipline commissions, with reviewing and modifying the rules regarding the description of embargoed area to clarify potential non-surface breaches.

#### 32.4 Follow-up of Anti-doping issues

KM and TH provided a confidential report to Council regarding general anti-doping issues and future planning.

#### 32.5 IOF Pins

Council discussed the award of IOF Pins of recognition in preparation for the GA 2018. Council members were asked to further consider this item for the April meeting.

#### 32.6 Event Quality Process

OF presented an updated Event Quality Process document in accordance with item 20.3 of Council meeting 186. Council determined that the concept required further review and agreed to discuss further at the Council meeting in April. OF was tasked with consulting with discipline commissions regarding the document.

### 33 Future Council meetings, dates and venues

33.1 6 - 7 April 2018, Brussels/Namur, BEL

33.2 14 – 15 June 2018, Helsinki, FIN

33.3 6 August 2018, Sigulda, LAT (in connection with WOC 2018)

33.4 4 – 7 October 2018, Prague, CZE (IOF GA)

### 34 Closure of the meeting

President Leho Haldna closed the meeting and thanked the Council members for their contributions.

Leho Haldna  
President

Tom Hollowell  
Secretary General/CEO