

## Development Commission

### Meeting Minutes

09./10. October 2023 in Östersund, Sweden

Monday, 09 October 2023, 09:00 - 18:00 CET

Attending		Unable to attend
Christian Borch DEN Thomas Braun GER Lilya Budzulyak UKR John Farra USA Rikard Grip SWE Carlos Lannes ESP	Aliona Sosunova LTU Max Cobb - IBU Gerold Sattlecker - IBU Dagmara Gerasimuk - IBU Theresa Heinsinger - IBU	Ekaterina Dafovska - EB

Tuesday, 10 October 2023, 09:00 - 12:30 CET

Attending		Unable to attend
Christian Borch DEN Thomas Braun GER Lilya Budzulyak UKR John Farra USA Rikard Grip SWE	Carlos Lannes ESP Aliona Sosunova LTU Max Cobb - IBU Dagmara Gerasimuk - IBU Theresa Heinsinger - IBU	Ekaterina Dafovska - EB

### Agenda

1. Report and updates from the Development Department (D. Gerasimuk, T. Heisinger, G. Sattlecker)
2. Development Programme Support Review (*NFs Development Project. Support, Olympic Solidarity support, Material Support, IBU IOC Camps, Biathlon for All, IBU Academy* - D. Gerasimuk, T. Heisinger).
3. International Biathlon Day concept in connection to the *Biathlon for All* project concept development (D. Gerasimuk, L. Budzulyak, R. Grip).
4. Development Categories Review and new criteria proposal (D. Gerasimuk, C.Lannes, Ch. Borch)
5. NFs Survey 2024 - definitions and questions concerning 'development' topics (D. Gerasimuk)
6. IBU Target 2030 objective - Doubling the number of athletes - discussion.
7. Other and next meeting.

## Minutes

### Development Programme Review

#### Development projects - comments and proposals

- Development projects should have a special focus on NF partnerships (IBU should seek dialogue with A- and B-category federations to emphasise the collaboration in order to keep up the biathlon sustainable and competitive) Having more NFs fighting for flowers at IBU events, especially in WC);
- Better understanding of NFs Partnership via the Best Practices sharing might help to have a bigger interest in the project from leading and developing NFs;
- Partnership projects should get the option to apply for long-term partnerships for up to 4 years (Olympic cycle) with a focus on youth and junior development → easier for NFs to apply and plan with the money in their yearly budget (e.g. hiring people), improved quality of partnership projects if they are built on a long-term basis → consider bigger budget for good project → nevertheless, yearly reports will be required stating if short-mid and long term objectives have been accomplished;
- Need to define clear goals within each project category that NFs need to accomplish;
- A proposal of a point system for Development projects (similar to EU projects) to incentivise NFs with good project ideas was discussed → Ideas and impact of projects over the development category.
- The 50/50 rule should be kept for all NF individual projects
- Notifications in IBU Scope should only be sent to the person responsible for the project.

#### Material Distribution- comments and proposals

- The commission proposed that NFs should submit reports on how they use the equipment with a clear overview of who actually received the equipment → to be published on the IBU website to make it transparent for all athletes and coaches.

#### IBU-IOC Camps- comments and proposals

- Focus on the Youth category for Summer Camp and the Junior Category in Winter Camp (as organised just before the first Junior Cup) → check statistics if more Youth or Juniors participated in camps in the past;
- Focus of Camps is „Training to train and compete“; no Beginner camps (no fundamentals); such an approach ensures a certain level of athletes' preparation and safety during the training;
- Use YJWCH or Regional events result as „filer“ to decide if athletes proposed by NFs have sufficient skills to participate in camp (if they can roller skiing and shooting);
- If possible, translation into Russian should be provided during camps, as English/Russian/German are the three official languages of the IBU;
- Implement „Regional Camps“ (under Development projects/NFs Partnerships or other TBD) available to all NFs where a minimum 3 NFs organise a training camp together to give Youth /

Juniors the possibility to compete with other athletes on an international basis and support IBU objective to double the number of athletes à programme and expert should be supported by IBU

### IBU Academy-comments and proposals

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- The commission proposed to offer selected sections/modules for well-educated coaches to give them access to specific topics they want to educate themselves further;
- Language barrier is still a topic for many countries (English skills often a challenge among coaches), the option of Regional Basic Courses (RBC) was discussed as a solution;
- It was agreed that RBC should be organised with more than 1 NF from one region à NFs could apply via partnership projects for financial support (Olympic Solidarity support is also possible here). Important to keep in mind that countries from one region don't necessarily speak the same language; therefore need for the organisation of translators by NFs;
- To have enough experts available to cover all future projects of the IBU Academy, NFs sending coaches to be educated in IBU coach education, especially in 3rd-level courses, should sign an agreement that this coach contribute to the Academy as an educator in future (for instance 10h); an idea for consideration that it doesn't need to be the IBU Academy coach necessarily, could be also another relevant coach or expert from their federation;
- Coaches and athletes might be overwhelmed by too many educational offers coming from IBU and NFs at the same time; therefore, coordination of the offers is required. Academy should publish their schedule asap (responsibility lies within NF to coordinate dates accordingly);
- To better spread the information about the Academy's offer implementation of the notification system to inform coaches whenever there is new education available in specific topics they subscribed for;
- The question was raised if IBU should go back to offering Coach Seminars (once per year or two years) in the future. The commission highlighted that in-person seminars are good for creating cooperation and a point for connection à To some extent, this is also possible in online formats by making use of breakout rooms to bring people together for discussion à at the same time, it reduces travelling.  
Alternatively, webinars could be made mandatory for coaches to attend if they are interested in receiving an invitation to an in-person Coach seminar once every two years à this way, we can also educate coaches to make use of online education possibilities.
- Implementing a licensing system for coach education in biathlon as a long-term goal was discussed. It could make it easier to switch coaches between federations and raise quality à people are encouraged to be educated. This approach requires national coach educational frameworks (programmes) to be compared in setting the standards.
- Based on requests from NFs, a Pilot Regional basic course was discussed - KAZ and USA had the highest interest in hosting such a course. The commission agreed that costs should be shared

	<p>among NF and IBU - while the host will cover all organisational costs incl. accommodation and travel of participants etc., IBU may pay for lecturers, education programme and travel of IBU staff à Finally, the Pilot regional course has been recommended by the Commission to be held in USA/CAN if possible.</p>
3	<p><b>International Biathlon Day (IBD) - discussion and proposal</b></p> <ul style="list-style-type: none"> <li>Commission discussed the idea of developing the IBD as a part of the Biathlon for All project to make biathlon more popular among kids and youths and support recruitment to sport. A good example is World Snow Day or Snow Kidz. Commission discussed objectives and various scenarios.</li> </ul> <p>Proposals to consider in the project concept preparation:</p> <ul style="list-style-type: none"> <li>To be organised in the week before WCH or OWG (after the second WC trimester)à for instance, at the beginning of February, use it also to promote upcoming highlights of the season;</li> <li>Should be connected to Biathlon for All Activities that have been organised during the year; share numbers of how many athletes took part over the year on that day, focus on social media collaborative effort to share about biathlon;</li> <li>Organization by each NF individually; package with promotion material + digital package for unified communication to be prepared and sent by IBU;</li> <li>It was agreed that the digital presence is the most important part of that day, where all NFs, coaches, athletes etc., should share something on their platforms with the same branding;</li> <li>First celebration IBD in 2025 when all NFs receive the Biathlon for All package and have some activities in place, are educated about the concept and prepared.</li> </ul>
4	<p><b>Development Categories review</b></p> <ul style="list-style-type: none"> <li>Updates in the Development categories have been requested by the Commission to better fit IBU's current strategy and long-term goals + to encourage NFs to actually develop and improve</li> <li>This could be done by creating a list of criteria that NFs should fulfil; each criteria might have different weights based on the importance of those criteria à NFs could collect points for every criteria achieved, and based on their total points, they will be allocated to different development categories (e.g. 120 - 100 points category A, 100-80 points category B etc.) à this will ensure concrete overview for NFs what they need to accomplish in order to „jump“ to a higher development category</li> <li>Higher development categories should be connected with access to more Development projects, higher financial support, etc., to motivate NFs to improve</li> </ul>
5	<p><b>NFs Survey 2024 - definitions and questions concerning 'development' topics</b></p> <ul style="list-style-type: none"> <li>Commission will review NFs Survey 2024 and give feedback</li> <li>Proposal for data collection about the number of athletes: The commission proposed to classify biathletes in 3 phases:</li> </ul>

	<ol style="list-style-type: none"> <li>1. Introductory phase: Biathlon for all, bringing athletes to the club, no age limit</li> <li>2. Participation phase: 12-15 age athletes, "returning participants"</li> <li>3. Performance phase: from age 15 with registration in membercenter</li> </ol> <p>Proposal for data collection about the number of coaches:</p> <ul style="list-style-type: none"> <li>• During the discussion, it turned out that there are very different opinions and different systems in all countries - quite often, parents are coaching athletes (especially young athletes)</li> <li>• Paid and employed coaches often work only in the „Performance phase. “</li> <li>• In NF survey 2024, data of coaches can be split into three groups: the Introductory phase, Participation phase and Performance phase (as proposed in athlete data collection) (coaches who work in different „phases“ should be counted in the most advanced phase only to avoid counting coaches double).</li> </ul>
6	<p><b>IBU Target 2030 objective - Doubling the number of athletes - discussion.</b></p> <ul style="list-style-type: none"> <li>• The commission discussed that the goal of doubling the number of biathletes should be to have more "quality athletes" to be recognised as an athlete who regularly practices biathlon and competes in sport.</li> <li>• The commission discussed how to actually define the „biathlete“ and how to count them in the best way.</li> <li>• The commission proposed to classify biathletes in 3 phases: <ol style="list-style-type: none"> <li>1. Introductory phase: Biathlon for all, bringing athletes to the club, no age limit</li> <li>2. Participation phase: 12-15 age athletes, "returning participants"</li> <li>3. Performance phase: from age 15 with registration in membercenter</li> </ol> </li> <li>• The idea of having an international ranking, starting from age 15, similar to the "FIS points", could help keep athletes longer in the system where they can classify their performance should be developed</li> <li>• To have a better understanding of the number of kids interested in biathlon and the number of kids participating in Intern. Biathlon Day should be counted, and this might also help to evaluate the programme;</li> <li>• Athletes should be registered in IBU membercenter when participating in Regional Events; this will make it easier to have concrete numbers of biathletes worldwide.</li> <li>• The initial idea of having additional support for NFs based on an open grant application process was presented by SG àgrants filtered according to IBU Target 2030 objectives and customise to NF needs/realities, creative, innovative and well-structured only àconcpet requires transparent criteria and a monitoring system à possible to be implemented from May 2026</li> </ul>
9	<p><b>Any other businesses</b></p> <ul style="list-style-type: none"> <li>• The next meeting will take place in person 27-28 of May 2024 (place TBD)</li> <li>• Topics that require discussion: <ol style="list-style-type: none"> <li>1. Updated development category criteria</li> <li>2. NFs survey data review</li> </ol> </li> </ul>

	<b>Action Items</b>	<b>Responsibility</b>	<b>Date</b>
1	Development Project Support guidelines review for 2023/2024	Development Department	By December 2023
2	International Biathlon Day proposal of the concept to be presented to EB for its approval	Development Department	By December 2023
3	NF Survey 2024 review and feedback sharing	Development Commission members	By the end of November 2023
4	IBU Development Categories and new criteria proposal	Development Department	By February 2024