

MINUTES

IBU Executive Board Meeting 164

2022-11- 08 - 09, Salzburg/AUT

Attendance List

DAHLIN, Olle	IBU	President
HAMZA, Jiri	IBU	Vice President ¹
SCHERER, Christian	IBU	Treasurer
BOYGARD, Tore	IBU	Executive Board Member
EGAN, Clare	IBU	Executive Board Member
DAFOVSKA, Ekaterina	IBU	Executive Board Member
FARCNIK, Tim	IBU	Executive Board Member
SAGUEZ, Fabien	IBU	Executive Board Member
SANTER, Nathalie	IBU	Executive Board Member
STEINLE, Franz	IBU	Executive Board Member
COBB, Max	IBU	Secretary General ²
<u>Guests:</u>		
BÖHM, Daniel	IBU	Sport & Event Director (SD)
EIDENHAMMER, Margit	IBU	Head of Finance and Administration (HFA; only on 8 November)
GERASIMUK, Dagmara	IBU	Development Director (DD)
LACHER, Ulrich	IBU	Marketing Consultant (only for 12.2)
McKenna Greg	BIU	Head of BIU (only for 7.5)
RAKIC, Riikka	IBU	Senior Project Manager
WINKLER, Christian	IBU	Communications Director (CD)

¹ Further referred to as VP

² Further referred to as SG

AGENDA

IBU Executive Board Meeting 164

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- VI. Decision: MAG: selection/compilation and mandate
- VII. Decision: Event Task Force: re-confirm compilation and mandate
- VIII. Decision: Review overseas contribution regulation

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- I. Report: Update “Development” (D. Gerasimuk)
 - I. Decision: Development Commission ToR
- II. Report: Dual career strategy
- III. Decision: Requirements for Universities for partnerships with IBU Academy
- IV. Decision: Additional full-time employee – IBU Development Project Assistant from May 2023 (job application call in Q4 2022)
- V. Decision: Regional Event Calendar and financial support 2022/2023

12. Communication

- I. Report: Update “Communications and Digital Ecosystem” (C. Winkler)
- II. Decision: Gaming and Virtual Sports

13. Miscellaneous

14. Meetings

- I. EB meetings
 - I. EB164, 8-9 Nov, Salzburg/AUT
 - II. EB165, 13-lunch 14 Feb, Oberhof/GER
 - III. EB166, lunch 14 March-lunch March 16, Oslo/NOR
 - IV. EB167, 20-21 June, tbd
- II. Other IBU meetings
 - I. Presidents’ Meeting, prel. 30 June-2 July, tbd
- III. Other meetings

15. Executive Session

MINUTES

IBU Executive Board Meeting 164

2022-11- 08 - 09, Salzburg/AUT

1. President's Welcome

Following a joint dinner the night before, the President greeted the new board and welcomed them to their first meeting at the IBU headquarters in Anif (Salzburg).

2. Introductions: EB members and Management Team

The new EB members and the IBU management team provided brief introductions to their background and respective roles.

3. Approval of agenda items + pot. conflict of interest announcement

The agenda was unanimously approved. There were no announcements of potential conflicts of interest.

4. Circular decisions between EB Meetings

No circular decisions were taken since the EB meeting #163 in September 2022.

5. Executive Board Orientation

I. Governance: Constitution and governing documents

To provide context for the Board's work, the President reviewed the IBU's strategic framework (also known as the IBU House) adopted at the Presidents' Meeting in September 2021, adding a vision and mission as well as several strategic priorities for 2030 to complement the Constitution and Target 26 strategic plan that were approved at the Extraordinary Congress 2019.

II. IBU Structure: Committees, Commissions & Working Groups

SG reviewed the IBU's governance structure as set by the Constitution notably including the Congress, EB and Committees according to the Constitution (Technical Committee and Athletes' Committee) along with the Biathlon Integrity Unit, which operates independently and also serves as the Election Committee.

Updated following Congress 2022, the structure is also available on the IBU's website at <https://www.biathlonworld.com/inside-ibu/governance/ibu-structure>.

Treasurer Christian Scherer noted that the BIU must consistently identify itself as an operationally independent unit of the IBU, not as a non-profit association in its own right.

In addition to the entities defined by the Constitution, the President outlined the various task groups appointed by the EB, e.g., Asset Management Key Decision Makers (KDM) and Medical Advisory Group (MAG) and referred to the working groups that operate under the Technical Committee, e.g., Rules and Referees Working Groups, or support the Sport & Event

department, e.g., OC (Organising Committees) Working Group established at the OC meeting in Oberhof in July 2022.

As per the Constitution, the EB has the right to establish new Committees / Commissions / Task Groups as it sees fit.

III. Role of the Executive Board

SG outlined the key points in the Constitution that define the role and duties of the Executive Board. He stressed that the members of the Executive Board are not representatives of their national federations but are to serve in the best interest of the IBU and are bound by confidentiality requirements in their role.

SG further presented the annual cycle of the EB's work (as decided by EB155), normally consisting of four meetings a year with a standard agenda including financial forecasts after each financial quarter and decision-making calendar. Going forward, an Executive Session for the board members only will be included on the agenda of each EB meeting.

The President further highlighted the Rules of the Executive Board that govern the meetings of the EB.

All constitutional documents are available on the IBU's website [here](#).

I. Individual Areas of Focus

Following further discussion, the EB decided to set up two internal working groups as follows:

Marketing and Media Working Group

- Jiri Hamza
- Christian Scherer
- Tim Farcnik
- Fabien Saguez
- Franz Steinle
- Max Cobb
- Christian Winkler, ex officio
- Daniel Böhm, ex officio

Summer Biathlon Working Group

- Jiri Hamza
- Max Cobb
- Tore Bøygaard
- Tim Farcnik
- Daniel Böhm, ex officio

In addition, the EB decided that its members would take on liaison roles as follows:

Olle Dahlin	International relations and elsewhere as applicable
Jiri Hamza	Marketing & Media WG + Summer Biathlon WG
Christian Scherer	Finance/Asset Management KDM + Marketing & Media WG
Clare Egan	Athletes/AC
Franz Steinle	Legal-Governance/ BIU Board + Marketing & Media WG
Tore Bøygard	Sport/TC + Development/DC + Summer Biathlon WG
Ekaterina Dafovska	Development/ DC
Nathalie Santer	Events/ OC Working Group
Tim Farcnik	Meetings-Events + Sustainability/SC + Marketing & Media WG + Summer Biathlon Working Group
Fabien Saguez	Sustainability/SC + Marketing & Media Working Group
Max Cobb	Marketing & Media WG + Summer Biathlon WG

IV. Staff Structure

SG reviewed the organizational structure of the headquarters. The current headcount of the IBU is 27.

6. Reports, General

I. President

The President gave a short report on his activities since the Congress in September.

He informed the EB that he has been re-appointed onto the IOC's Sustainability and Legacy Commission. He also added that the AIOWF (Association of International Olympic Winter Sports Federations) had nominated him to serve on the WADA Foundation Board.

At the end of November, the sports movement will take a decision regarding the future of GAISF (Global Association of International Sports Federations, the umbrella organisation for all - Olympic and non-Olympic - international sports federations as well as organisers of multi-sports games and sport-related international associations). An extraordinary GAISF General Assembly will be held on 29th November in Lausanne with the participation of the IBU President and SG.

A meeting to review the visibility analysis of the different sports on the programme of the Olympic Winter Games Beijing 2022 has been postponed. Like 2018, the IBU has received data from the broadcasters that does not corroborate the IOC's analysis and a meeting to reconcile the respective data assessments will be set to clarify and ensure the correctness of any consequent sport political decisions. Typically, these data are used to compare the relative

attractiveness of different winter sports on the OWG programme and influences the general opinion of the popularity of the different sports.

At the request of FIS, AIOWF is set to hold its postponed General Assembly in 2022, with new elections for the President and Secretary General scheduled for 30 November 2022. Currently the IBSF (International Bobsleigh & Skeleton Federation) President Ivo Ferriani acts as AIOWF President, with IBSF Secretary General Heike Grösswang serving as the AIOWF Secretary General.

II. Other EB members

Clare Egan noted that she was elected to the revamped 20-member WADA Athlete Council in September 2022. She added that following governance changes, the Athlete Council's chair will be appointed to WADA's Executive Committee (ExCo) and another two members will have seats on WADA's Foundation Board.

III. Secretary General

SG summarised his written report that reflected his first weeks in the office since he officially assumed his new position. He concluded that the IBU staff is ready to deliver a successful season but has no capacity to take on additional projects at present time. Some of the items referred to in his written report will be further explored in connection with other agenda items.

The VP added that the media rights negotiations working group consisting of the President, VP, EB Member Franz Steinle and SG is working diligently to find a solution with the EBU for the challenges arising from the Russian war against Ukraine. A next meeting of the working group with the EBU is currently planned at the Ruhpolding World Cup.

7. Reports, Overall and Strategy

I. Report: Congress 2022 (O.Dahlin/R.Rakic)

A brief report on the Salzburg Congress held in September 2022 was provided by the President and Riikka Rakic. The IBU staff has conducted an internal debrief and identified process and organisational improvements to be implemented for upcoming internal events, such as the Presidents' Meeting 2023 and the IBU Congress 2024 in Belgrade, Serbia.

The EB thanked the IBU staff for their great engagement and hard work to organise the successful 15th Ordinary Congress in Salzburg.

II. Report: Target 26, 2022-2026 process (O.Dahlin/R.Rakic)

I. Regional Meetings from November 2022

Riikka Rakic delivered an update on the planned regional workshops that will commence in November 2022 with the first two sessions in Copenhagen, Denmark, for the Northern European region and in Prague, the Czech Republic, for the Central Europe East region. Meetings are planned to include all NFs by May 2023 and based on their results, the reviewed

and more detailed Target 26 plan, for the upcoming Olympic cycle until 2026 will be submitted for approval at the Presidents' Meeting in Summer 2023.

The goal of the regional meetings is to engage all IBU member NFs in a dialogue concerning the implementation and benefits of the Target 26 strategic plan during its first phase from 2019-2022 and confirm the prioritisation of projects for the second phase from 2023-2026. The half-way point of the seven-year strategic plan provides a timely opportunity to ensure that the programme is delivering what is needed to grow the sport on the national level and align efforts to meet the IBU's strategic objectives for 2030.

Following the consultation, the individual Target 26 projects will also be reviewed and re-prioritised as necessary. As part of this process, the EB leads and other stakeholder engagement groups per project will also be reviewed and re-appointed.

III. Report: Sustainability Strategy and Programmes (R.Rakic)

Riikka Rakic further provided an update on the work to meet the IBU's strategic objectives outlined in the Sustainability Strategy 2020-2030, including the climate commitments for 2030 that are also part of the IBU House. She summarised the key activities and results achieved in 2022 which will be presented in the IBU's Sustainability Report 2022 covering the period from 1 October 2021 - 30 September 2022 and outlined the next steps for 2023.

I. Decision: Sustainability Commission ToR

To further engage the NFs in the IBU's work, the EB approved the proposed Terms of Reference for a new IBU Sustainability Commission. As per the ToR, the NFs will receive a call for nominations of members in Fall 2022 for consideration by the EB in its February 2023 meeting.

IV. Report: Criteria Follow-up RBU (F. Steinle)

Referring to his written report, EB Member Franz Steinle noted that no further meetings with the RBU have taken place since the Congress in September.

However, he is also noted that the work to meet the requirements of the RBU reinstatement criteria continues even though the RBU's status with the IBU remains suspended following the Congress decision.

V. Report: Biathlon Integrity Unit (G. McKenna)

Head of the BIU Greg McKenna introduced himself and the Biathlon Integrity Unit (BIU).

He outlined that the BIU is operationally independent, not a department within the IBU or controlled by the IBU. Information is the foundation of the BIU's operating model, and this will only come when the BIU has the trust from the Biathlon Family and stakeholders. Independence and ability to act when required without any interference, is an important aspect of the BIU's foundation.



The BIU handles all integrity-related matters in Biathlon, including anti-doping, ethical breaches, betting-related issues, and any kind of result manipulation, ensuring the IBU complies with its obligations under the World Anti-Doping Code, IBU Rules and IOC guidance on betting and manipulation and safeguarding within sport.

The strategic objectives of the BIU are:

- Assist the IBU in becoming a role model for good governance
- Truly athlete centric
- A centre of excellence for supporting integrity in winter sports
- A hostile environment for corruptors
- A place where everyone feels safe from any form of harm or abuse

The main threats to biathlon are identified as:

Doping / Manipulation of Results / Equipment Enhancement (technical doping) / Safeguarding Matters / Corruption

The BIU is working to develop an intelligence led process to focus its efforts in mitigating the threats and to enhance the anti-doping programme. This has included the recent addition of an experienced Intelligence Analyst and development of relationships with other similar integrity units and NADOs.

The BIU structures its work into three workstreams: Prevention, Legal, and Operations. Significant work has been carried out in each of these areas, however prevention of violations is key to future success. Any effective prevention programme needs to be well informed, so good intelligence is important to drive prevention and identify current issues.

The BIU's new Integrity Certificate has been well received and so far over 900 athlete support personnel have taken part in the training. EB members will also receive access to the training and are requested to complete the training by the end of November 2022.

Vetting requires significant resources; however, it is important part of BIU's prevention work to reduce the risks posed by those who may wish to cause harm to the sport. To date, the BIU has researched over 400 candidates on behalf of the Vetting Panel.

Concerning BIU's finance, 50% of its budget is spent on sample collection and testing samples as part of the anti-doping programme. This is important work, and the BIU is working hard to ensure that sample collection efforts have greater focus and potential to provide the best possible results. During this fiscal year, some of the budget provided to sample collection and testing has been moved to operations and intelligence collection.

I. Decision: EB rep. BIU Board

The EB decided to appoint Franz Steinle as its representative to the BIU Board as a non voting member for the 2022-2026 term.

8. Media and Marketing

I. Report: Update “Media” (M.Cobb/C. Winkler)

SG provided an update on the new TV graphics prepared by the IBU’s data and timing partner SIWIDATA that will be introduced for the 2022/2023 season. A modern look and improved storytelling properties is poised to provide an enhanced TV viewing experience for biathlon fans worldwide.

SG also reviewed the situation with the challenges posed by the Russian invasion of Ukraine concerning the IBU’s media contract with the EBU. In Q2/2022, the IBU accepted the postponement of part of the first quarterly payment provided that it will be repaid later. However, the IBU did not accept the requested postponement of a second quarterly payment in Q3 but is yet to receive this payment.

Based on legal review, the risk to manage the impacts due to the current geopolitical situation is deemed to lie with the EBU. The issue is being handled by the negotiation group consisting of President, VP, SG and EB member Franz Steinle.

II. Report: Update “Marketing” (M.Cobb/C. Winkler)

Digital Marketing

Communication Director Christian Winkler (CD) provided an update on the development of the IBU’s digital marketing capacities. The current 2022/2023 season will serve as a test season to help define the IBU’s digital inventory of assets and to determine the approach to commercialization from season 2023/2024 onward. Several strategic questions are still to be decided, including the overall objective for IBU’s digital marketing efforts (e.g., ViK in terms of reach vs revenue generation, potential partners that IBU would like to work with).

VP underlined the importance of digital marketing for the IBU’s future and that this would be a topic for the new EB Marketing and Media Working Group.

SG further outlined a current focus to review potential new IBU marketing properties and discussed plans for enhanced engagement with the IBU’s sponsors. Potential new properties could include the newly established IBU Hall of Fame Awards or other Athlete Awards, partnerships in support of the IBU’s educational programmes such as the IBU Academy or in mobility & travel, sustainability or other cause marketing, as well as merchandising.

Franz Steinle raised the topic of IBU’s restrictions on NF sponsorship by sports betting/lottery companies, noting the limitation under IBU’s current rules that only advertising for by state-controlled betting companies is allowed. He suggested that this strict rule be reviewed and presented for the EB’s consideration.

9. Finance and Administration

I. Report: Update “Finance and Administration” (M. Eidenhammer)

Head of Finance and Administration Margit Eidenhammer (HFA) referred to her written report, especially highlighting the ongoing implementation of the new CRM solution to be completed in Q2/2023 and the work to train the staff and review the existing data protection processes to ensure they align with the GDPR (General Data Protection Regulation).

II. Report: Forecast 2, 2022/23

HFA presented the Forecast 2 for the current financial year (ending 30 April 2023), noting the significant impact of the Russian conflict in Ukraine on the value of the IBU's financial investments and the issue with the EBU's outstanding payments. At present time, the IBU is set to report an operative loss for the 2022/2023 financial year as well as a write-down of the financial investments/reserves.

III. Decision: Asset Management Key Decision Makers (KDM) Group

The EB approved the appointment of the members of the KDM Group consisting of the President, Treasurer, SG, HFA and two existing external advisors, Dexter Payne, NF USA and Kalle Lahdesmäki, NF FIN. According to the Terms of Reference (included in the Financial Investment Policy), KDM may have up to three external advisors and the EB authorised KDM to appoint another external advisor.

The Treasurer noted that the highest priority for the IBU is to ensure that its non-profit status is extended beyond the current expiry in December 2024 soon.

He further suggested that a feasibility study on the VAT status of the IBU events be undertaken, including a full review and update of the current Event Hosting Declaration (EHD) to optimise the value-added tax impact from the perspective of the Organising Committees (OCs) with due consideration to the varying legal set-up of the IBU OCs in different NFs.

The EB mandated a working group consisting of the Treasurer, SG and HFA to undertake such a feasibility study and review of the EHD and provide a report to the EB in its next meeting.

The Treasurer questioned the apparent inflation adjustment clause in the service contracts. The HFA explained that there is no specific adjustment percentage in the contracts, but the management, in agreement with the President, can adjust for inflation if the situation warrants it. It is also agreed that the Treasurer will together with the SG review the current employment contracts.

10. Sports & Event

I. Report: Update "Sport and Event" (D. Böhm)

Sport & Event Director Daniel Böhm (SD) referred to his written report included in the meeting documentation. SD especially welcomed Martin Stricker who has assumed his role as IBU Sport & Event Manager as from 2 November 2022.

SD further informed EB that due to a lack of snow, NF Norway is unable to stage the IBU Cup 1 (24-27 November 2022) in Sjusjoen and has been forced to return the event to the IBU. With the

currently challenging weather and snow situation, the EB decided to cancel IBU Cup 1 and at the same time amend the competition programme for the IBU Cup 2 in Idrefjäll, Sweden, by one competition (29 Nov – 4 Dec 2022). The new competition programme can be found [here](#). The EB awarded the OC Idre with an additional event contribution of €30'000 (total of €130'000) and thanked the NF Sweden for their willingness to step up and help at such a short notice. The EB also decided to support the NFs with two (2) full NF travel contributions for the IC 2 in Idre due to necessary re-bookings/ adjustments in travel planning.

SD also informed the EB that the OC Ruhpolding has new leadership effective immediately and expressed concerns about rising energy prices especially impacting the cost of snow production. As a response the IBU is working on Energy Efficiency Guidelines to assist the NFs and OCs to save energy and costs. These Guidelines will be issued in mid-November 2022.

New Infection Prevention Guidelines with the assistance of the Medical Advisory Group (MAG) will replace the Covid-19 Prevention Guidelines from this season. These new Guidelines are effective from November 2022.

Concerning Summer (City/Summer) Biathlon, SD summarised his report on the Summer Series 2022. Given the various differing inputs collected and opinions expressed, the EB will need to define the IBU's long-term objectives and vision for summer biathlon. The EB tasked the Summer Biathlon Working Group to prepare a proposal for a long-term direction of Summer Biathlon for the next EB meeting in February 2023.

Concerning the dates of the Summer Biathlon World Championships 2023 the EB approved the request of the OC Osrblië to bring the event forward to 23-27 August 2023 from early September, notably to avoid any conflict with the MFNF summer event.

II. Report: Para-Biathlon (R. Rakic/D. Böhm)

Following the transfer of governance of para-Biathlon from the International Paralympic Committee (IPC) to the IBU in Summer 2023, the season 2022/23 will be the first during which the top-level para-Biathlon events will be managed by the cooperation between FIS and the IBU. For practical purposes, the operational execution of the season will be done by the former IPC Para Nordic Skiing team that has been taken over by FIS. FIS is also managing athlete eligibility requirements (including registration and anti-doping), classification, rules, calendar, results, and all administrative matters this season. The IBU will attend the Para Nordic Skiing World Championships 2023 in Östersund, Sweden, to gather information and begin the internal education process.

The EB approved the proposal to develop a mid- and long-term strategy for para-biathlon to be reviewed in the EB's March 2023 meeting. It further approved the budget required to cover the operational expenses during the 2022/2023 season amounting to an estimated total of €60'000, minus the IF support grant of €25'000 to be received from the IPC for 2023.

III. Issues/Proposals from Technical Committee

The EB approved the following proposals from the Technical Committee:

- Allocation of the seventh stage of the BMW IBU World Cup Biathlon 2025/2026 to Kontiolahti, Finland. The slot was left open at the original World Cup event allocation in 2021.
- Minor calendar changes for IBU and Junior Cup
- Minor and editorial rule changes (yellow rules) to ECR (Event and Competition Rules)
- Postponement of the appointment of the host of the SBWCH 2024/2025, tasking the EB Summer Biathlon Working Group to consider the allocation procedure for the SBWCH as part of its analysis.
- Awards of the IBU Cup events and Open European Championships for the seasons [2024/2025](#) and [2025/2026](#), noting that the corresponding travel support amounts will be confirmed during the budget process.
- Appointment of the organisers of the YJWCH 2025 in Östersund, Sweden and 2026 in Arber, Germany (dates to be confirmed)

EB further asked the SD to prepare a briefing with different scenarios on how the existing rules in ECR would apply to the return of NF RUS / NF BLR to IBU events should the war continue for longer than five trimesters. For a return within five trimesters, the existing IBU rules provide that the individual IBU qualifying points remain unchanged.

IV. Decision: EB rep. season 2022/23

The EB approved the pre-liminary plan for EB representatives for the upcoming season as shared with the meeting materials. Slight adjustments might be necessary due to individual availability.

V. Decision: Fully electronic targets/target analyzer --> budget/support

EB approved the proposal to work on the implementation plan of fully electronic targets within a mid-term horizon upon further, more detailed cost estimates. Such plan shall also include the participation of EBU (and its members). There will be no obligation and/or financial support for implementing fully electronic targets/target analyzer in the upcoming season.

VI. Decision: MAG: selection/compilation and mandate

The EB approved the set up and mandate of the Medical Advisory Group (MAG) as proposed.

VII. Decision: Event Task Force: re-confirm compilation and mandate

EB reconfirmed the set up and mandate of Event Task Force, including Fabien Saguez as the second EB representative in addition to the previous membership of President, EB Member Franz Steinle, SG, SD, responsible RD, and AC Chair.

VIII. Decision: Review overseas contribution regulation

EB tasked the IBU staff to review and prepare updated rules for “overseas travel contributions” by the EB’s June 2023 meeting.

EB Member Clare Egan asked whether the S&E Department in particular, and the IBU staff in general, are equipped to manage the season with the current resources. She voiced the concern that the staff are spread thin across a multitude of projects and are under sustained pressure to deliver.

SD underlined the importance of the experienced new Sport & Event Manager joining the team just in time for the season but also noted that the department is very much at capacity at present.

11. Development

I. Report: Update “Development” (D. Gerasimuk)

Development Director Dagmara Gerasimuk (DD) provided a general update presentation of her department’s structure, goals, programmes and activities. See Annex 1.

Given the substantial number of projects underway and resource capacity challenges already existing, EB Member Tore Bøygard noted the importance of respecting the fine line between empowering the NFs and taking over their role for development at the national level. He asked the Development department to ensure that it is focused on the already approved projects and be careful about taking on any new ones.

EB Member Tim Farcnik underlined the need for sufficient staffing to deliver projects that have already been committed under the approved strategies and that this may call for additional resources as the planned programmes such as the additional coaching courses become operational.

The Treasurer stressed the need to respect the current challenges and pressure on cost management that may even impact national event participation during the season. Careful cost management will be required to ensure flexibility to manage unforeseen situations. Given that many programmes are approved and underway much of the budget is already fully planned.

SG noted that the budget framework for the season 2023/2024 currently includes an allocation for unforeseen/new project money.

EB Member Clare Egan asked SG to conduct a benchmarking of staff compensation to ensure it meets industry standards. The SG will prepare an overview report to include in the agenda of the next EB meeting a review of the long-term budget frames, existing strategic plans, and corresponding staffing needs until 2026.

II. Decision: Development Commission ToR

To further engage the NFs in the IBU’s work, the EB approved the proposed Terms of Reference for a new IBU Development Commission. As per the ToR, the NFs will receive a call for nominations of members in November 2022 for consideration by the EB in its February 2023 meeting.

III. Report: Dual career strategy

The EB took note of the draft dual career strategy with focus on education, awareness and sharing of opportunities with athletes with the goal of approving the strategy at the next EB meeting in February 2023.

IV. Decision: Requirements for Universities for partnerships with IBU Academy

The EB approved the requirements for university cooperations as proposed. See Annex 2.

V. Decision: Additional full-time employee – IBU Development Project Assistant from May 2023 (job application call in Q4 2022)

The EB approved the proposed employment of an IBU Development Project Assistant from the start of the new budget year in May 2023.

VI. Decision: Regional Event Calendar and financial support 2022/2023

The EB approved the proposed regional event support as OC contribution €208'980. In the summer 2022, regional events were already supported with €131'415 (including travel contribution).

Franz Steinle asked for a clarification for the differences between the amounts applied for and amounts proposed. DD replied that only costs directly related to regional event organisation are covered, e.g. in the case of snow production.

The total budget for the regional events in season 2022/2023 is €500'000 including travel contribution both summer 2022 and winter 2022/2023, and the proposed funding is within this approved budget. See Annex 3.

12. Communication

I. Report: Update “Communications and Digital Ecosystem” (C. Winkler)

Communications Director Christian Winkler (CD) referred to his written report and delivered a summary presentation on his department’s primary areas of work with focus on the digital eco-system.

The Treasurer asked about the use of the restricted rights that will be part of the new Biathlon Content Hub and how any potential infringements on the use of the carved-out rights is monitored and detected, and who is responsible for any follow up action. CD clarified that this will be detailed in the Service Agreement with the European Broadcasting Union and the roles are expected to be divided between the IBU and EBU with the former responsible for the follow-up and the latter for the monitoring and detection.

II. Decision: Gaming and Virtual Sports

IBU Marketing Consultant Ulrich Lacher presented the results of a four-sport market study on Gaming and E-Sports, outlining considerations and options for the IBU to determine its direction and next steps in this rapidly growing field. Based on the research, “Mobile Games” and, to a limited extent, “Fantasy Games” are potential options for the IBU to be involved in given the balance of investment and opportunity that they present. The IBU still needs to

confirm whether its main objective in this field will be revenue generation, growing engagement and reach, or increasing participation. The market study suggests that the focus should rather be on growing engagement and reach.

The Treasurer noted the relaunch in October 2022 of a mobile app-based game called Ski Challenge (formerly available as a web version) that has been developed and is being promoted by a cooperation of the national ski associations of Austria, Switzerland, and Germany (<https://ski-challenge.com/>).

The EB decided to proceed according to the proposal to test gamification approaches during the current season (predictor challenge, etc.) and/or to conduct mobile gaming research, depending on what is possible within the existing Communication budget for the current budget year.

13. Miscellaneous

There were no miscellaneous items raised.

14. Meetings

I. EB meetings

- I. EB165, 13 Feb to lunch 14 Feb, Oberhof/GER
- II. EB166, March/April, tbd
- III. EB167, 20-21 June, tbd

II. Other IBU meetings

- I. Presidents' Meeting, prel. 30 June-2 July, tbd

III. Other meetings

15. Executive Session

The EB Members expressed positive comments about the EB meeting and the way of working in the EB.

11.I. REPORT UPDATE "DEVELOPMENT."

1. IBU ACADEMY

a. COACH EDUCATION

Project coordinator: Gerold Sattlecker

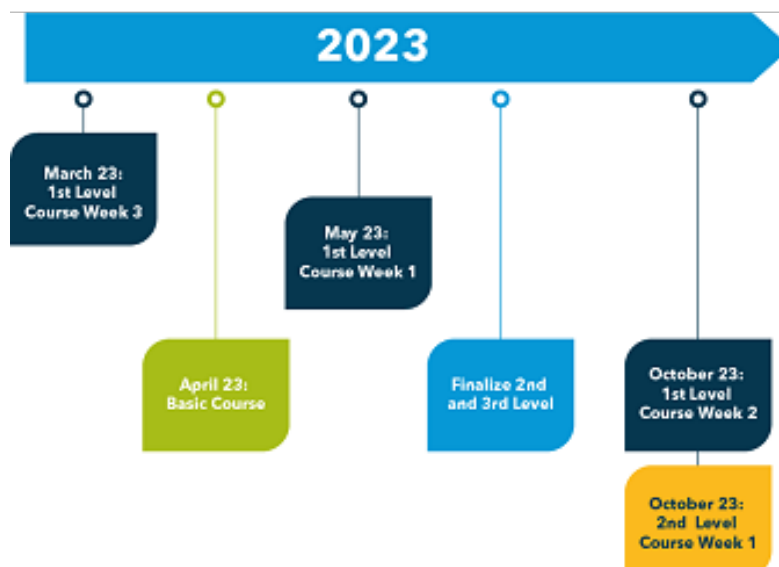
From 2-7 October 2022, the second week of the Pilot First Level Course was held in Östersund (SWE), supported by the OC Östersund and the Swedish Federation. As IBU Educators served Wolfgang Pichler (GER), Jonas Johansson, Ola Ravalid, and Johan Hagström (all SWE). Theoretical and practical lessons were held by Prof. Marko Laaksonen (FIN), Prof. Oyvind Sandbakk (NOR), Matthias Ahrens (CAN), Nicole Rodriguez (USA), and Gerold Sattlecker (AUT). More about the course in Östersund you can find here: [LINK](#).

Currently, we are planning the third week of the First Level Course, which will be held in Jakuszyce/POL (26-31 March 2023). The focus of this course on snow will be on coaches' soft skills, skiing technique analysis, recovery, psychology, training planning, and nutrition. Matthias Ahrens (CAN) and Knut Kuvas Brevik (NOR) will serve the position of IBU Educators in Jakuszyce. Please find more information on the IBU Coach Education here: [LINK](#).

In Östersund, we also met the Rector of the Mid Sweden University, Prof. Anders Fallström and Prof. Marko Laaksonen to discuss several collaboration options, amongst other topics about the University's support for the IBU Academy.

Next steps:

1. Plan courses for 2023 for Basic (April), First (from May) and Second (from October) Level regarding venues, lecturers, and dates.
2. Plan Third Level Course structure for 2024.



b. E-LEARNING PLATFORM: LEARNING SUITE

Project coordinator: Gerold Sattlecker

In autumn 2022, an assessment tool, a member centre update, and several mechanics tools will improve the platform for the currently running courses (coach education basic and first level courses, snow network, BIU). In 2023, LS should also serve as a knowledge hub for all seminars/webinars and public content.

The content of the already existing basic and first-level coach education is currently reviewed but different experts: Trond Nystand (NOR), Oyvind Sandbakk (NOR), Judith Haudum (AUT) and Gerald Mitterbauer (AUT). These experts are, besides others, also involved in the current creation of second and third-level content.

Next steps for Second and Third Level Coach Education on the Learning Suite:

By the end of 2022, the structure and pathway for the second and third-level courses should be created on the platform. By the end of February 2023, the content for these two levels should be collected and will then be reviewed by the Academy Expert Group in March 2023. Most of the experts for the second and third-level content are already informed and agreed to deliver their content within the mentioned deadlines. Until June 2023, the reviewed content for the second and third-level courses should be uploaded and structured on the Learning Suite. The launch of the second level course on the platform is planned for September 2023, and the third level in the springtime of 2024.

c. RESEARCH GRANT PROGRAMME 2023/2024

Project coordinator: Gerold Sattlecker

Currently, the Research Grant Cycle 2022/23 is running. The application deadline for the Research Grant Cycle 2023/24 is planned for 31 March 2023. Therefore, research groups and Universities can apply for IBU funding and accomplish research projects in the biathlon field.

All details regarding the IBU Research Grant Programme can be found here: [LINK](#)

d. SEMINARS and WEBINARS 2023

Project coordinator: Gerold Sattlecker

For the year 2023, several seminars and webinars for different stakeholders are planned:

- June 2023: Coach Webinar, Topic: Shooting
- July 2023: Athletes Webinar
- September 2023: Physicians Webinar
- September 2023: Coach Seminar, Topic: Recovery & Prevention
- Technicians Seminar (Date: TBC): Topic: Flour Ban

e. **DUAL CAREER**

Project coordinator: Anna Kitzbichler

After implementing the IBU dual career policy and strategy, by the end of 2022, a dual career action should be accomplished. In addition, from 2023, the National Federations should be informed about options, projects, and best practice examples via all IBU channels.

f. **ACADEMY WORKING GROUP meeting planned for March 2023 in Oslo (NOR).**

g. **TIMELINE FOR APPLICATION CALLS**

For the year 2023, the following timelines regarding announcements and deadlines for application calls are planned:

1. IBU Academy: Coach Education **Basic Course (Course start: April 2023)**
Announcement: 1 December 2022
Application Deadline: 28 February 2023
2. IBU Academy: Coach Education **First Level Course (Course start: May 2023)**
Announcement: 1 December 2022
Application Deadline: 31 March 2023
3. IBU Academy: Coach Education **Second Level Course (Course start: Sept/Oct 2023)**
Announcement: 1 February 2023
Application Deadline: 30 April 2023
4. IBU Academy: **Research Grant Programme**
Announcement: 12 December 2022
Application Deadline: 31 March 2023

2. NFs DEVELOPMENT PROJECT SUPPORT 2022/2023

Project coordinator: Theresa Jost

All NFs which got the IBU support have signed the agreements and started working on their projects. In addition, the e-signature was integrated into IBU Scope, making the process more efficient. So far, six projects have been completed.

3. MATERIAL DISTRIBUTION

Project coordinator: Theresa Jost

This year's material distribution will take place again at BWC2 Hochfilzen from 05-08 December at Kulturhaussaal Hochfilzen, Schulgasse 1, 6395 Hochfilzen (close to the accreditation office). 05-

06 December will be delivery days for all Supplying Partners, and 07-08 December will be the distribution of material packages to the member federations. The pick-up schedule will be done through a draw by SIWIDATA.

Wishlists of National Federations have been collected. NF CHN and NF NZL did not complete their Wishlist, although we sent out 3 reminders. Assuming both federations are not interested in receiving material support, they will be excluded from the distribution. The whole Development Department will be in Hochfilzen to ensure a successful distribution of the material packages and use the chance to meet representatives of IBU's developing Member Federations.

4. ATHLETES AMBASSADORS

Project coordinator: Theresa Jost

In October, one call with Sustainability Ambassador Jules Burnotte was organised together with our Supplying Partner "Salomon" to work on a joint project about "Reuse and repair of biathlon / nordic skiing equipment". Another call has been organised with the Gender Equality Ambassadors to discuss their ideas regarding a "Portrayal" campaign that should run over the whole winter season.

Upcoming meetings:

1. Online Media training workshops led by JTA, 15th and 16th of November 2022
2. Follow-up Call with Gender Equality Ambassadors on the Portrayal campaign on 07 November 2022

5. IBU IOC CAMPS 2022

- **11-17.10.2022, ANTHOLZ; ITALY**

Project coordinator: Arne Eidam

Invited were all 28 NF Development category C&D

24 NF applied for the Camp, and 6 cancelled on short notice.

List of participating NFs: AUS, BRA, BiH, CRO, ESP, GBR, GRE, GRL, HUN, JPN, KGZ, LAT, LTU, MKD, NED, MDA, ROU, TUR (34 athletes: 16W/18M) and 18 coaches (6W/12M)

IBU Coaches: Martina Seidl and Matthias Ahrens

Athletes Role Model: Anais Bescond

The Camp was organised well with the OC Antholz, the IBU Academy, and the IBU Coaches. At best weather conditions, the OC Antholz provided all requested components for the conduction of scheduled Training Versions. The OC Antholz invited the entire group for a friendly welcome evening in a restaurant. Also, a Mountain hike and a Training Competition were realised. Theoretical Sessions were conducted in different rooms in the Hotel led by Gerold Sattlecker (Shooting), Lucie Rothauer (Antidoping) and Katharina Gatterer (Safeguarding) from BIU. Traditionally the IBU supported the participants with a material/equipment distribution of training/warming cloth and various equipment for training and competitions. A big part was the coach education from the basic level coach education from the IBU Academy. The traditional shooting test could show a bit of the performance of the shooting skills. As the completion of the last Training day, the SMR was conducted. A big thanks to the athletes and Teams for the excellent behaviour during the Camp and to OC Antholz for the helpful support.

- **International Biathlon Youth Camp Oberhof 2022; 24-30.10.2022**

Project coordinator: from IBU Dagmara Gerasimuk/ from DSV Zibi Szlufcik/from OC Oberhof Heiko Krause

IBU supported the World Championship Organising Committee Oberhof 2023 and the German Biathlon Federation in its international youth camp delivery with Olympic Solidarity Support in 50k USD.

90 athletes (56M/34W) and 20 coaches (17M/3W) representing 20 countries (IND, KOR, BIH, BUL, EST, GBR, MKD, BEL, CRO, DEN, HUN, LTU, SRB, SVK, AUS, GRE, CZE, FRA, GER, ITA) took part in 6 days comprehensive training programme and activities on site and educational lectures about sport nutrition (Helena Engl) and sport psychology (Amelie Heinrich).

Coaches involved in the project: Florian Graf, Franziska Werl, Sven Fischer, Tim Meyer, Norber Baier, Denny Adritzke.

Athletes Role models: Kati Wilhelm

- **26.11-03.12.2022, MARTELL, ITALY**

Project coordinator: Arne Eidam

Invited were all 28 NF Development category C&D

20 NF applied for the Camp, and the registration by names is open till the 7th of November.

IBU Coaches: Armin Kasslater and Matthias Ahrens

Athletes Role Model: Dominik Windisch

6. MENTORSHIP PROGRAMME

The 8th-month Mentorship Programme finished on the 22nd of September.

All our Mentees confirmed that the programme has changed their behaviours and has enhanced their career development. 50% have already achieved their goals. All of them are motivated to work in biathlon and make a change. The concept of having two mentors, one from biathlon, and one from the business, was a great idea that allowed them to develop their leadership skills and promote their professionalism in the field of biathlon. In addition, the project concept was shared during the EOC's GAMES Transnational Project meeting on 28 September 2022 as a best practice exchange.

7. REGIONAL EVENTS 2022/2023

IBU supported 10 from 12 summer REs. The detailed report will be delivered after the season is finished. In addition, IBU received 23 applications for winter 2022/2023. The applications were evaluated by the task group. The provisional calendar were presented to the TC. Due to the fact that project requires a lot of operational work an interim project coordinator for Regional Events is included in the project - Maija Ruotsalainen, and supports DD during the winter season.



UPCOMING ACTIVITIES:

- IBU Regional Events 2022/2023
- IBU IOC Camp in Martell 26.11-03.12.2022
- Material distribution, Hochfilzen 05-08.12.2022

11.III.

REQUIREMENTS UNIVERSITY COOPERATIONS

Starting strong cooperations with international Universities will support IBU projects in different fields like IBU Academy activities (coach education, dual career, research grants), equipment research, technology projects, organizational projects and more. To build up strong collaborations, the Universities should fulfil different requirements and support the IBU in various projects/activities:

1. Interest / Focus on Winter sport
 - a. Research group in the field of winter sport: Research Grant Programme, IBU Academy
 - b. Educational activities in the field of winter sport: IBU Academy
 - c. Educational activities in the field of sports science: IBU Academy
 - d. International Grants/Cooperations/Projects in this field: Research Grant Programme, Sport-related projects
2. Universities are recognized by the National Federations
3. Universities are skilled/involved in Erasmus projects: Funding cooperations with the IBU in different projects
4. Dual career offers: University as IBU dual career partner for international biathletes
5. Universities have other departments of interest like Technology, Equipment, etc.: Support of IBU Projects in different fields (target testing, led project, sustainability projects, etc.)

The goal is to have partnerships in different regions of the world to support IBU projects which are located in these regions (like IBU Academy courses). The Universities should fulfil as many of the above-mentioned requirements as possible to have several options for collaboration. The agreement with the University is very general; a detailed partnership agreement must be signed for each project.

Procedure

1. EB will be informed and approves the requirements for University cooperation
2. IBU Development Department selects Universities that fulfil the requirements
3. IBU Academy Expert Group agrees with this selection of Universities
4. IBU President and Secretary General sign the partnership agreements
5. EB is informed about each cooperation
6. Partnerships are reviewed by the IBU Academy Experts Group each second year in terms of activities, a project shared, and contribution to IBU Academy activities



11.V

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IBU Regional Events 2022/2023 Winter

According to the [IBU Regional Event Principles](#), the NF Development Project support decision is based on the applications submitted by the 15th of September 2022 in the IBU Scope.

Total number of applications received:	22
Late entry:	9
Total number of applying NFs:	19
Total number of projects recommended supporting:	22

	IBU REGIONAL EVENT	NF	PLACE	DATE	DECISION
DECEMBER 2022					
RE 1.	Baltic Biathlon Cup	FIN	Imatra	16-18.12.2022	7.500,00
RE 2.	IBU Regional Event Alpencup	GER	Ruhpolding Arber	15-18.12.2022	7.325,00
JANUARY 2023					
RE 3.	Baltic Biathlon Cup	LAT	Madona	06-08.01.2023	11.300,00
RE 4.	North American Open #1	CAN	Vernon	06-09.01.2023	13.500,00
RE 5.	IBU Regional Event Alpencup	SUI	Lanzerheide	05-08.01.2023	9.000,00
RE 6.	Scandinavian Cup	SWE	Oestersund	07-08.01.2023	3.750,00
RE 7.	Biathlon National Tour FFS	FRA	La Saisies - Savoie	06-08.01.2023	5.025,00
RE 8.	Regional Balkan Biathlon Cup	BiH	Dvorista- Pale	11-14.01.2023	12.500,00
RE 9.	Central European Cup	CZE	NMNM	27-29.01.2023	14.500,00
RE 10.	North American Continental Cup, Fort Kent	USA	For Kent	27-29.01.2023	7.525,00
FEBRUARY 2023					
RE 11.	Regional Balkan Biathlon Cup Troyan	BUL	Bansko	01-04.02.2023	12.000,00
RE 12.	Central European Cup	SVK	Osrblie	03-05.02.2023	13.000,00
RE 13.	IBU Regional Event Alpencup	ITA	Ridnaun	10-12.02.2023	11.610,00
RE 14.	Regional Balkan Biathlon Cup	ROU	Cheile Gradistei	10-12.02.2023	7.250,00
RE 15.	Scandinavian Cup	SWE	Torsby	17-19.02.2023	3.750,00
RE 16.	Biathlon National Tour FFS	FRA	Les Tuffes - Massif Jurassien	17-19.02.2023	5.025,00



IBU

RE 17.	Baltic Biathlon Cup	LTU	Ignalina	24-26.02.2023	8.000,00
RE 18.	IBU Regional Event in Norway	NOR	Lillehammer	24-26.02.2023	6.500,00
MARCH 2023					
RE 19.	Canadian National Championships and IBU North American Open	CAN	Valcartier	13-19.03.2023	14.800,00
RE 20.	IBU Regional Event Alpencup	SLO	Pokljuka	15-19.03.2023	12.620,00
RE 21.	Baltic Biathlon Cup	EST	Otepaa	17-19.03.2023	9.000,00
RE 22.	Central European Cup	POL	Jakuszyce	24-26.03.2023	13.500,00
					208 980,00