



Attendance List
Executive Board Meeting 153
2020-07-29/30 Munich/GER

DAHLIN, Olle	IBU	President
HAMZA, Jiri	IBU	Vice President ¹ (except 4.1.)
LEISTNER, Klaus	IBU	Treasurer, EXCUSED
BOYGARD, Tore	IBU	Executive Board Member, EXCUSED
CARRABRE, Jim	IBU	Executive Board Member Present virtually at 5.2.2 and 7
COBB, Max	IBU	Executive Board Member
EGAN, Clare	IBU	Executive Board Member Present virtually at 5.2.2 and 7.
LEHOTAN, Ivor	IBU	Executive Board Member
STEINLE, Franz	IBU	Executive Board Member
CARLSSON, Niklas	IBU	Secretary General ²
<u>Guests:</u>		
BITTERLING, Felix	IBU	Sports & Event Director (SD)
GERASIMUK, Dagmara	IBU	Development Director
WINKLER, Christian	IBU	Communications Director
EIDENHAMMER, Margit	IBU	Head of Finance and Administration
RAKIC, Riikka	IBU	Senior Project Manager

¹ Further referred to as VP ²Further referred to as SG

DRAFT MINUTES

IBU Executive Board Meeting 153

2020-07-29/30 Munich/GER

1. [President's welcome](#)

The president welcomed the participants and rejoiced that the majority could be present in person.

2. [Approval of agenda items + pot. conflict of interest announcement](#)

The agenda was approved without amendments. No conflicts of interest were raised.

3. [Confirmation of EB minutes 152/2020](#)

The EB 152 minutes were confirmed without amendments.

4. [Reports, General](#)

I. President

I. IOC Co Com Beijing 2020, 9 June 2020, virtual

The President reported on the IOC CoCom's virtual meeting including a discussion with OBS about Games broadcasting. The SG added that the winter IFs plan to resume working visits to China from October 2020.

II. IOC Session, 17 July 2020, virtual

The President provided a brief update on the virtual IOC session and opened a discussion about the gender equality recommendations by the IOC and their integration into the IBU's policies. The SG was tasked to prepare a recommendation for a suggested approach for the next EB meeting.

III. Others

The President reported on a letter received from the IOC President addressed to all IFs regarding gender equality and in particular concerning the recommendation from the IOC Executive Board to the IFs to have a minimum 30% representation of women in their governing bodies. The SG was asked to prepare a proposal for EB meeting 154.

The President also informed the board about the letter from the IOC regarding the IOC Carbon Initiative which included the offer of support from IOC TOP partner Dow to cover the cost of carbon offset credits of IFs that are implementing tangible actions to address and reduce greenhouse gas emissions within their organisations and events. This programme is only available to the IFs who have joined the UNFCCC Sports for Climate Action Framework, which the IBU did in June 2020 and hence is eligible for this initiative.

II. Other EB members

No reports from the EB members.

III. Secretary General

The SG's written report outlined activities in the previous month as well as providing a detailed description of all consultants and agencies that the IBU works with and a short presentation on the planned risk management process within the IBU.

In addition, the SG reported on a letter received from the Russian Biathlon Union referring to the unpaid bills of the Russian biathlon team in several venues and hotels during the season 2019/20. The SG noted that he is in continuous contact with the RBU to speed up the process of payment of these outstanding amounts.

The EB decided not to provide any further financial contributions to the RBU to cover its debts and tasked the SG to prepare a letter to the RBU establishing a timeline for payments and consequences for further omission.

5. Reports, Overall and Strategy

I. Report: IBU organisation (N. Carlsson)

The SG informed that a trainee will start in September 2020 and will be engaged for three years.

I. Marketing

The SG presented a status report on the current marketing programme including the research findings provided in the appendixes mentioned below. Further, short-term and long-term measures were presented to better position the IBU and its NFs commercially in the future. The EB decided to support the future direction of establishing and reworking the commercial programme and to engage Lacher Consulting and Färger Media. The EB further agreed to rename "marketing" to "commercial programme" as per the proposal for decision at the end of the presentation.

II. Report: Target 26 (N. Carlsson)

I. General/virtual regional sessions

The SG provided a short update on the process so far with the regional NF workshops in which 55 of the 59 member national federations participated. The first series of workshops focused on governance and development. An additional series of six sessions on sustainability will be held in August. With the input gathered from the NFs, a Good Governance toolkit, the final concept for the IBU Academy, and a regional event series concept will be presented at the IBU Congress in November.

II. Report: 1.2 Financial Support (N. Carlsson)

The SG provided a presentation outlining a proposal for the future structure of financial support to the National Federations. The EB agreed with the general approach as presented and will further discuss the overall long-term budget at the next EB meeting

III. Report/Decision: 3.1/5.2 Digital Ecosystem (C. Winkler)

A detailed report was presented to the EB.

The EB approved the direction and the Communication Director will continue to prepare a more detailed project plan with, projectorganisation, cost estimates and evaluate suitable partners. The EB will receive a progress report at the next EB meeting with an intention to have a detailed proposal ready for decision at EB 155.

The EB decided to establish a digital steering group including the President, EB member Ivor Lehotan, Communication Director and the SG.

- IV. Report: 5.3 Sustainability (R. Rakic)
An overview of the draft sustainability strategy and next steps was presented and will be prepared for decision at the EB meeting 154, or alternatively 155.
- V. Decision: 4.2 International Involvement (N. Carlsson)
The EB decided to pursue the goals outlined in Target 26 and agreed with the proposal for decision to prolong the cooperation with JTA.

- III. Decision: Conflict of Interest (N. Carlsson)
The Executive Board discussed the Conflict of Interest Policy and approved it with minor editorial adjustments.
- IV. Report: Criteria Follow-up RBU (F.Steinle)
EB Member Franz Steinle reported on the work of the RBU Criteria Follow-up Working Group. The EB decided to revise the memberships of the working group to include EB Members Franz Steinle, Max Cobb, the VP, SG and BIU Head Greg McKenna. The new group will work on a progress report until the next EB meeting.
- V. Report: Biathlon Integrity Unit (BIU) (F.Steinle)
The EB took note of Franz Steinle's report on the latest developments in the Biathlon Integrity Unit.
- VI. Report: Australian Biathlon Association (N. Carlsson/BIU)
The EB discussed the report by the Biathlon Integrity Unit and agreed with the proposal outlined by the BIU to solve the domestic issue of the ABA.
- VII. Report: ERC report no 12
The EB took note of the ERC interim report no 12 and reaffirmed its decision taken in the previous EB meeting regarding the deadline of the final report being September 2020.
- VIII. Report: Membership request (N.Carlsson)
The SG pointed out that IBU is awaiting responses from nations wishing to become IBU member to be able to assess their applications. The SG will present a detailed proposal for procedures and provisions for membership changes from provisional to full member and vice versa.

6. Finance and Administration

- I. Budget follow-up/forecast 2020/2021 (M.Eidenhammer/N.Carlsson)
The EB acknowledged the report.
- II. Auditors report 2019/2020 (M.Eidenhammer/N.Carlsson)
The EB approved the report and agreed to sign the annual financial report.

7. Sport

- I. Report: WCH applications (F.Bitterling)



The SD provided an update on the current WCH applications for 2024 (Nove Mesto) and 2025 (Lenzerheide, Minsk-Raubichi). The application documents are being evaluated and the newly established IBU Evaluation Commission will visit the applicants in September in order to submit a report to the IBU EB prior to the Congress 2020.

II. Report: WG lead (F.Bitterling)

The lead working group is currently reviewing rules which could be potentially be impacted by a lead ban. The WG is in close contact with the European Chemicals Agency (ECHA) and will provide a summary of the planned steps to be implemented should a lead ban be decided by the EU. The ECHA requested the IBU and its NFs to provide an overview of biathlon stadiums and facilities in each EU country and the related lead management procedures on site by the end of August 2020.

III. Report: WG fluor (M.Cobb)

EB Member Max Cobb reported on the work of the FIS-IBU working group, which is focussed on developing a fluor tracker device and defining the threshold for such tracking. The work for the device is on schedule. Other topics discussed concerned the cleaning of ski equipment to rule out any contamination with "old fluor" and the cleaning of cabins and waxing trucks.

IV. Report: Season Opening (N.Carlsson)

Communications and PR planning for the season opening are ongoing but difficult due to the COVID-19 uncertainties.

V. Report: Status Season 2020/21 Preparation (COVID-19) & possible effects on Season Calendar (F.Bitterling)

The SD informed the EB about the setup of the IBU Medical Advisory Group which will advise the IBU on all Corona related evaluation and decisions.

The IBU is currently drafting the IBU Covid-19 Event Guidelines, of which a first draft was shared with the EB.

The SD informed about a questionnaire sent out to all Organising Committees for the 2020/21 season to understand the respective government regulations for events under Corona restrictions. The IBU has also developed alternative scenarios for the season, in case this becomes necessary due to government regulations and/or travel restrictions for a large group of NFs.

The EB decided to set up an Event Task Force including the President, SG, SD, EB Members Cobb and Steinle, RD of the respective IBU series, and the EB Athletes Representative to monitor the situation, provide updates and prepare/take decisions depending on the respective timeline.

It was confirmed that a clear priority for the IBU will give full priority to the organization of the World Championships and World Cup events.

Additional support for hosting OCs and NFs (Travel Support) will be discussed in detail at the next EB meeting within the pre-agreed overall frame. The same applies to updating the Event Hosting Declarations to reflect the special COVID-19 situation and requirements.

8. Development

- I. Report Biathlon Academy (D.Gerasimuk)
Report outlined current status and future direction. The EB supported the direction presented.
There will be held on-line seminars for coaches in September.
 - I. Medical (J.Carrabre/D.Gerasimuk) - Not discussed.
- II. Report: Update (D.Gerasimuk)
Report outlined current status and future direction. The EB supported the direction presented.

9. Miscellaneous

The President expressed the need to have more discussion on the future strategic direction of the IBU. The EB decided to hold a separate workshop direct after the EB 154.

10. Meetings

- I. EB-meetings
 - I. EB 154, 25-27 Sept 2020, Munich/GER
 - I. Strategic workshop 27-28 Sept 2020, Munich/GER
 - II. EB 155, 12 Nov 2020, Prague/CZE
- II. Other IBU meetings
 - I. IBU Congress, 12-15 Nov 2020, Prague/CZE
 - II. OC Meeting, 2-4 Oct, Pokljuka/SLO
 - III. Medical Seminar
- III. External meetings
 - I. IF Forum, 4-6 Nov 2020, Lausanne/SUI
 - II. GAISF, Gen. Assembly 10 Nov 2020/Lausanne/SUI
 - III. AIOWF, Gen. Assembly, in connection with IF Forum
 - IV. IOC Sustainability and Legacy Commission, 5 Nov 2020, Lausanne/SUI