

Attendance List

Executive Board Meeting 151 Antholz/ITA

DAHLIN, Olle	IBU	President
HAMZA, Jiri	IBU	Vice President ¹
LEISTNER, Klaus	IBU	Treasurer
BOYGARD, Tore	IBU	Executive Board Member
CARRABRE, Jim	IBU	Executive Board Member
COBB, Max	IBU	Executive Board Member
EGAN, Clare	IBU	Executive Board Member (points 1-5)
GERASIMUK, Dagmara	IBU	Executive Board Member
LEHOTAN, Ivor	IBU	Executive Board Member
STEINLE, Franz	IBU	Executive Board Member
CARLSSON, Niklas	IBU	Secretary General (SG)
<u>Guests:</u>		
BITTERLING, Felix	IBU	Sports Director (SD)
EIDENHAMMER, Margit	IBU	Head of Finance and Administration
WINKLER, Christian	IBU	Communication Director
RAKIC, Riikka	IBU	Senior Project Manager

AGENDA

IBU Executive Board Meeting 151

2020-02-17 Antholz/ITA

1. President's welcome
2. Approval of agenda items
3. Confirmation of EB minutes 150/2019
4. Reports, General
 - I. President
 - I. 6th Chinese National Public Ice and Snow Season Opening, 15-16 Dec 2019, Tianjin/CHN
 - II. IOC Session, 10 Jan 2020, Lausanne/SUI
 - III. AIOWF gathering, 12 Jan 2020, Lausanne/SUI
 - IV. IOC Commission Sustainability & Legacy, 14 Jan 2020, Lausanne/SUI
 - II. Other EB members
 - III. Secretary General
5. Reports, Overall and Strategy
 - I. Report: IBU organisation (N.Carlsson)
 - II. Report: Target 26 (N.Carlsson)
 - III. Report: WG Governance (N.Carlsson)
 - IV. Report: Implementation New Constitution/new rules (N.Carlsson)
 - I. Review criteria for nation change (N. Carlsson)
 - V. External Review Commission, interim report no. 10 (written report)
 - VI. Report: Criteria Follow-up RBU (F.Steinle)
 - VII. Report: Biathlon Integrity Unit (BIU) (F.Steinle)
 - VIII. Report: Media and Sponsor Rights agreements (N.Carlsson)
 - IX. Decision: Membership request from Afghanistan (N. Carlsson)
 - I. In Process, Kuwait, Kenya and Haiti
 - X. MoU IBU and Chinese Biathlon Association
 - XI. Report: Congress
6. Finance and Administration
 - I. Report: Follow-up, May-Jan 2019/20 (N.Carlsson/M. Eidenhammer)
 - I. Authority structure & Signatories
 - II. Report: Follow-up, Financial Reserves May-Feb 2019/20 (O.Dahlin/K.Leistner)
 - III. Budget 2020/21 (N.Carlsson/M. Eidenhammer)
 - IV. Report: Process for budget frames 21/22 and 22/23 (N. Carlsson/M. Eidenhammer)

- V. Report: Renovation New HQ (N. Carlsson/M. Eidenhammer)
 - 7. Sport
 - I. Report: WG lead (F.Bitterling)
 - II. Report: WG fluor (M.Cobb)
 - III. Decision: Future Procedure for IBU Event Allocation (F.Bitterling)
 - IV. Decision: Procedure for WCH Applications/Evaluation - Congress 2020 (N.Carlsson/F.Bitterling)
 - V. Decision: Replacement of Dagmara as IBU Representative at JOECH
 - VI. Decision: SBWCH, Price money and OC Contribution
 - VII. Additional Travel Contributions for OECH 2020 (reallocated)
 - 8. Information/Communication
 - I. Report: IOC Sports data warehouse (N.Carlsson)
 - 9. Medical
 - I. Injury & Illness Surveillance Project, situation report (J.Carrabre)
 - II. Medical Seminar, program and budget, proposal (J.Carrabre)
 - 10. Miscellaneous
 - 11. Meetings
 - I. EB meetings
 - I. EB, 6-7 June 2020, Salzburg/AUT
 - II. EB, 18-19 July 2020, tbd
 - III. EB, 10 Sept 2020, Prague/CZE
 - II. Other IBU meetings
 - I. Presidents' Meeting 19 Feb 2020, Antholz/ITA
 - II. OC Meeting, 12-14 June, Pokljuka/SLO
 - III. IBU Congress, 10-13 Sept 2020, Prague/CZE
 - IV. Medical Seminar
 - III. External meetings
 - I. IOC Medical Meeting, 10-11 March 2020, Monaco (J.Carrabre)
 - II. Sport Accord, 19-24 April 2020, Beijing/CHN (President + SG)
 - III. IOC Co Com Beijing 2022, 26-29 May 2020, Beijing/CHN (President + SG)
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Minutes

IBU Executive Board Meeting 151

Antholz/ITA

1. President's welcome

The President welcomed the Executive Board members to the 151st IBU Executive Board meeting in Antholz/ITA.

2. Approval of agenda items

The SD asked to add an agenda point regarding the 'Situation WC Oberhof'. The agenda was approved as listed above with the inclusion of the Situation WC Oberhof as point 7 VIII.

3. Confirmation of EB minutes 150/2019

The minutes were approved without any comments.

4. Reports

I. President

a. 6th Chinese National Public Ice and Snow Season Opening, 15-16 Dec 2019, Tianjin/CHN

The President was ill during this event, so the SD replaced him on short notice, as he was already in China. It was a positive event, with good representation from both the winter IFs and the Chinese government.

b. IOC Session, 10 Jan 2020, Lausanne/SUI

A positive IOC Session with several status reports presented, as for example the new evaluation process for Olympic Games candidate cities. At the session, Gangwon/KOR was selected as host for the YOG 2024. Also, three new IOC members were elected.

In connection to his report, the President also noted the successful YOG 2020 in Lausanne and read a letter from the IOC President, where he thanked the IBU for their support of the YOG.

c. AIOWF Gathering, 12 Jan 2020, Lausanne/SUI

The main topic of discussions was connected to the financial distribution of funds from AIOWF. In the future, the IFs will not receive any direct contribution from AIOWF; any financial support must be connected to projects in the future. IOC staff also attended the meeting and provided a brief status report on OWG 2026. The President stressed the importance for biathletes to be able to stay close to the venue in Antholz.

Three winter IF Presidents (FIL, FIS and IIHF) will change in the coming months, and consequently the AIOWF general assembly will be held during the IF Forum in October, when all new presidents will have been elected.

d. IOC Commission Sustainability & Legacy, 14 Jan 2020, Lausanne/SUI

The President is a member of the Commission and participated in his first meeting held during the YOG.

The IOC President was attending the start of the meeting and informed about the process in the IOC EB to decide about next steps after Agenda 2020 until the end of this year. He asked the Commission to come with input and workshops was held with this thema as part of the Commission meeting. It was a productive meeting with a lot of good and productive discussions.

II. Other EB members

The EB members provided brief reports on their activities since the last EB meeting. Clare Egan informed about the change of Daniel Böhme (GER) to Henrik L'Abée-Lund (NOR) in the Technical Committee, since Daniel has joined IBU Staff from January 2020 .

III. Secretary General

There were no comments to the written report from the SG.

5. Reports, Overall and Strategy

I. Report: IBU organisation (N.Carlsson)

The EB supported the recruitment of two new positions/organisational changes: One for accounting and one as World Cup media manager. The EB favoured the direction of preparing the organisation to implement Target 26.

II. Report: Target 26 (N.Carlsson)

The EB supported the direction of proposed next steps for Target 26, with a focus on involvement of stakeholders, including the NFs, OCs, and Athletes. Regional workshops will be conducted in the upcoming 10 months to engage and learn from the NFs.

The project structure including reporting was discussed and the EB supported the way of working as presented.

A status report on Target 26 implementation will be presented at the Presidents' Meeting on 19 February 2020.

- III. Report: WG Governance (N.Carlsson)
The EB supported all proposals (appendix I), and the SG will begin to implement them. He will present a status report with timelines for implementation at the next EB meeting in June.
- IV. Report: Implementation New Constitution/new rules (N.Carlsson)
The SG reported on the planned regional workshops during the remainder of 2020, one part of the regional workshop will be to discuss governance and how the new IBU constitution will effect the NFs constitution..
 - i. Review criteria for nation change (N. Carlsson)
The EB once more discussed the newly adopted rules regarding change of nationality for athletes and re-confirmed the implementation of the respective Art. 6.1.9.1 - 6.1.9.4 of the IBU Constitution in a very strict way. Only in absolutely exceptional cases will the EB consider any future approvals.
- V. Report: External Review Commission, interim report no. 10 (written report)
The EB discussed the report, and tasked the SG to ask the ECR to establish a timeline for their future work and an estimate for the receipt of the final report.
- VI. Report: Criteria Follow-up RBU (F.Steinle)
After receiving the report from the working group, the EB decided in view of the ongoing proceeding at CAS to postpone further discussions until further notice
- VII. Report: Biathlon Integrity Unit (BIU) (F.Steinle)
The EB acknowledged the report given by Franz Steinle.
- VIII. Decision: Media and Sponsor Rights agreements (N.Carlsson)

The EB acknowledged the good work by the negotiation group for the media- and marketing rights agreements. The negotiation group consisted of the President, the VP, EB member F. Steinle, the SG and the SD. The EB decided to approve the agreements.

- IX. Decision: Membership request from Afghanistan (N. Carlsson)
The EB decided to review the procedure for membership requests and table all requests until this is done. A working group of the VP, SG and EB member T. Boygard was established, that will report their findings at EB meeting 152.
- X. Report: Congress
The SG provided a short update on the preparations for the IBU Congress 2020 on 10-13 September in Prague/CZE.

6. Finance and Administration

- I. Report: Follow-up, May-Jan 2019/20 (N.Carlsson/M. Eidenhammer)
The report acknowledge the report regarding the followup including the forecast. It is positive that even though we have approved additional costs fro NF Support and BIU, it looks like we will achive a profit.
- II. Report: Follow-up, Financial Reserves May-Feb 2019/20 (O.Dahlin/K.Leistner)
A short report report was given on the financial reserved.
- III. Budget 2020/21 (N.Carlsson/M. Eidenhammer)
The frames for the budget 2020/21 was presented to the board and will be worked out more in detail to EB meeting 152 including the new structure with departments and new accounts.The board will approve the budget for 2020/21 at the next EB meeting.
- IV. Report: Process for budget frames 21/22 and 22/23 (N. Carlsson/M. Eidenhammer)
The work have started with the budget frames for 21/22 and 22/23 and the budget will be presented in detail at EB 152.
- V. Report: Renovation New HQ (N. Carlsson/M. Eidenhammer)
A presentation of the increased costs for the renovation was presented and also information was given how this is reflected in the budget.

7. Sport

- I. Report: WG lead (F.Bitterling)

The SD and EB member T. Boygard reported on the meeting/workshop with ECHA (European Chemicals Agency) in Helsinki just before the IBU WCH, which was positive. IBU will try its utmost to continue the good dialogue with ECHA to find the best possible solutions for the future. In any case, adjustments (where not already in place) on shooting ranges such as concrete back walls, an enlarged concrete area in front of the targets and a more regular lead collection are to be expected.

II. Report: WG fluor (M.Cobb)

EB member Max Cobb gave a report on the status of the working group: FIS and IBU are cooperating to have a reliable and practical fluor detection system in place for implementation at the season start 2020/21. As there are several steps to follow, the IBU EB will not take a decision about the future handling or any ban on fluor before June 2020.

III. Decision: Future Procedure for IBU Event Allocation (F.Bitterling)

The SD presented a draft procedure for the future allocation of IBU events, which includes the interaction/integration of all main parties such as Technical Committee, Athletes Committee and external stakeholders, notably the IBU TV partner. The EB approved the procedure.

Note: The application forms for IBU events from 2022-2026 will be transmitted to all NFs shortly. The application deadline is 31 May 2020. The EB decided to defer the allocation of the respective IBU events until the EB meeting in Pokljuka/SLO in February 2021. This timeline will allow for proper evaluation of the situation concerning the new season opening among other items before finalising the future competition calendars.

IV. Decision: Procedure for WCH Applications/Evaluation – Congress 2020 (N.Carlsson/F.Bitterling)

The SD presented the draft procedure for handling of WCH applications. As decided by the Extraordinary Congress 2019, the IBU EB shall propose a WCH applicant/venue to the IBU Congress for approval. To have a good foundation for such a proposal, the EB decided to form a “WCH Evaluation Commission”, which shall evaluate all applicants in detail. The precise set-up of this group including its working procedure will be transmitted to all NFs on 15 March 2020, including the official application documents and a newly prepared WCH questionnaire. These documents shall then be used and will be binding for the WCH applications 2024 & 2025 in connection with the IBU Congress 2020.

V. Decision: Replacement of IBU Representative at JOECH

Since Dagmara Gerasimuk will step back from her EB position as from 1 March 2020, she was replaced as official IBU Representative for the JOECH 2020 in Hochfilzen by Jiri HAMZA, IBU Vice President.

VI. Decision: SBWCH, Prize Money and OC Contribution

The EB followed the proposal of the SD to raise the prize money for the SB WCH from 2020 onwards as follows (all amounts in EUR):

1. Rank	5000
2. Rank	3500
3. Rank	2500
4. Rank	2000
5. Rank	1250
6. Rank	1000
	15250

(Only for senior competitions SSP, SP & PUR, not for juniors)

In addition the OC contribution for SB WCH hosts was raised to €80.000 which will apply for the first time at the SB WCH 2020 as well.

VII. Additional Travel Contributions for OECH 2020 (re-allocated)

The EB fully supported the proposal of the SD to double the NF Contributions for the OECH 2020, which was reallocated on short notice to Raubichi/BLR. Given the re-allocation, most of the NFs faced significantly increased costs caused by airfare tickets to be cancelled/changed etc.

VIII. Situation of WC Oberhof

Following the questions by several EB members, the SD reported on the situation in Oberhof. After the last WC in January 2020, massive criticism was received especially from the teams and athletes, including reports on hundreds of damaged skis caused by dirty snow with stones. The IBU Sports Dept. has already concluded two meetings with the OC/Region with the important inclusion of the German Ski Federation. The plans that were presented are professional and promising. Special thanks are due to Dr. Schubert, State Secretary of Thüringen.

Nevertheless, the WC 2021 must be successfully carried out before further future events will be allocated to Oberhof.

8. Information/Communication

- i. Report: IOC Sports data warehouse (N.Carlsson)
The EB felt comfortable that this project will bring value to biathlon and wishes to explore it in more detail, however a more detailed review of the consequences must be completed. The EB decided to create a working group of the SG, EB Member I. Lehotan and Christian Winkler to have dialogue with the Olympic Channel. The working group has the authority to finalise the agreement.

9. Medical

- ii. Injury & Illness Surveillance Project, situation report (J.Carrabre)
EB Member J. Carrabre outlined the status of the project and highlighted some challenges connected to the EU Data Protection rules known as GDPR. The SG will support with legal assistance on the open GDPR questions.
- iii. Medical Seminar, programme and budget, proposal (J.Carrabre)
The intention is to have an IBU medical seminar in Berlin in the spring 2021. J. Carrabre will define the details of the seminar in cooperation with the SG.

10. Miscellaneous

- iv. F. Steinle brought up the question regarding the status of the legal committee. The President, F. Steinle and the SG will review the topic and present the outcome at EB 152.

11. Meetings

- v. EB meetings
 - i. EB, 6-7 June 2020, Salzburg/AUT
 - ii. EB, 18-19 July 2020, Allendorf/GER
 - iii. EB, 10 Sept 2020, Prague/CZE
- vi. Other IBU meetings
 - i. Presidents' Meeting 19, Feb 2020, Antholz/ITA
 - ii. OC Meeting, 12-14 June 2020, Pokljuka/SLO
 - iii. IBU Congress, 10-13 Sept 2020, Prague/CZE
 - iv. Medical Seminar, May 2021, Berlin/GER
- vii. External meetings
 - i. IOC Medical Meeting, 10-11 March 2020, Monaco (J.Carrabre)
 - ii. Sport Accord, 19-24 April 2020, new location (Lausanne/SUI) (President + SG)
 - iii. IOC Co Com Beijing 2020, 26-29 May 2020, Beijing/CHN (President + SG)



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Secretary General

Niklas Carlsson
(IBU Secretary General)

President

Olle Dahlin
(IBU President)

List of Annexes

Appendix I, Governance Review



5 III Governance Review

Background

The area of governance is very wide, but usually it involves areas like transparency, democracy, integrity, accountability and social responsibility.

IBU has a history of low scores on external reviews (e.g. AIOWF, Play the game), see 5_IV Appendix, AIOWF Review 2018, IBU scores and Winter IFs, GSO Report.

Based on several examples in international federations, the governance of sport is and has been questioned in the last years; it refers to all areas mentioned above, and the outcome is that sport is now under great scrutiny.

IBU now have a modern constitution and related rules, which will help us improve our governance, but to set the ambition of how far we want to develop this area, the executive board must take the strategic decision on what we want achieve.

Status of today

The decision of the Congress to approve the constitution, integrity code and the Biathlon Integrity Unit, have made it possible for us to make big steps forward regarding governance, but governance is so much wider, and many decisions must follow, if we want to make sure to act according to the highest standards of governance.

Next steps

The working group established at EB meeting 150 have reviewed the details actions to be made and proposes the following:

Transparency

Congress

We will publish all documents referring to the Congress on the website, invitation, handbook and minutes. Some adjustment will be done on budget and the report from the auditors to make sure that fees from individual agreements are not visible.

Executive Board

We will present more information about the executive board members, with terms, earlier positions in IBU, bios concerning both biathlon and professional experience as well as other positions in sport.

Activity reports

For future Congresses, IBU will publish an activity report, which shows activities conducted during the previous period, progress and actions completed regarding Target 26, and reports from the chairpersons of the committees.



Remuneration

The annual report will include remuneration for the president, executive members and secretary general. Principles for remuneration will be presented at the Congress.

Conflict of interest

Guidelines for how the constitution is applied concerning any conflicts of interest will be established with a clear procedure on how this will be handled and documented. For example, the first point at executive board meetings will be reporting any potential conflicts of interest connected to the agenda. This will be in the minutes.

Target 26

Progress reports for Target 26 will be published on the website after presentation to the executive board, including objectives, actions and status.

Financial distribution to NFs and development

Principles for how funds are being distributed will be published on the website. Criteria for development projects/initiatives will be public and distribution of allocated funds will be published.

Executive board meeting

The executive board will establish a document outlining an annual meeting schedule that contains agenda items such as budget, policy planning, annual report, self-assessment, appraisal of management and preparation for the Congress.

Gender equality

IBU will establish and implement a gender equality policy with goals for future gender balance at executive board and committees / working groups. (how about staff?)

Accountability

Supervising management

The executive board will evaluate the performance of the management including individual performance on an annual basis.

Corruption risk assessment

The executive board will task BIU to biannually do a corruption risk assessment of the IBU.

Financial control system

The executive board will establish regulations for the following:

- financial thresholds for approval by executive board or staff
- separation of duties to initiate and approve payments



- policy for use of cash
- procedure for how these regulations are reviewed.

Procurement

The executive board will establish principles for how tenders will be issued regarding major commercial and procurement contracts

Bidding for World Championships

The executive board will establish a procedure making sure that allocation of the World Championships is made through a democratic, open, transparent and objectively reproducible process

Executive board composition and performance

The executive board will evaluate its performance on an annual basis and if needed, invite external experts to assist once every four years.

Social responsibility

Governance

IBU will offer its members support with governance and establish a toolbox to use for improvement of governance at the NF level. This will include workshop and training sessions. Staff will be allocated to do this in a suitable way.

IBU will establish a policy aimed at mitigating the health risks in biathlon, including risk assessment, education, risk mitigation and evaluation of measures.

IBU will task BIU to develop a policy including objectives and specific actions on combating sexual harassment, safeguarding, discrimination and match-fixing.

IBU will develop a policy for sustainability, including objectives and specific actions.

IBU will develop a policy for dual career of athletes.