



## **EXECUTIVE BOARD MEETING**

18 November 2023

Online call

### **GENERAL INFORMATION**

The Executive Board meeting took place on 18 November 2023 online by using Zoom Platform

All the members attended the conference call, except the Vice President Mr Vladimir Esheev and the Board Member Hilda Gibson.

The following Executive Board members and non-board members attended the meeting:

President

Mario Scarzella

Vice President

Hakan Cakiroglu

Board Members

Sabrina Steffens

Jean-Michel Cleroy

Darko Uidl

Daniel Pavlov

Arnoud Strijbis

Finance Board Chairman

Christian Laforest

Secretary General

Alessandra Colasante

The meeting had the following Agenda:

- 1. Report by the President**
- 2. Last Board Meeting Minutes approval**

### **3.0 Budget 2024**

General accounting 2023  
Budget products and charges 2023  
Budget 2024 and Financial strategy by Christian Laforest  
TDs mission fee  
Sponsorships from Navek

### **4.0 DTAC**

DTAC Report by Steve Tully  
DTAC strategy and proposal of projects in 2024  
Draft DTAC Budget 2024

### **5.0 Congress 2024**

Congress preparation and costs covered by WAE  
Motions to be submitted /Field and 3D

### **6.0 Liaisons**

Annual report by WAE Run Archery Liaison Dominique Ohlmann (FRA)  
Annual Report by Gender Equity Liaison Mrs. Bettina Kratzmuller (AUT)

### **7.0 WAE Strategy**

Outcome/status of 2023 projects  
2024 strategy plan updating and suggestions

### **8.0 Para Archery**

Request of Additional financial support from Nove Mesto for the Final stage  
Para Archery Committee strategy and budget 2024  
Para Archery Committee proposal of Indoor Youth Para Challenge  
2023 Para Cup Circuit Finals in Nove Mesto – final report by TD Dominique Ohlmann  
2023 Para Archery European Ch. in Rotterdam – Final report by TD Dominique Ohlmann  
EPC 2027: discussion about Archery in the event

### **9.0 European Championships**

Limit of the hotels' prices  
Bid from Slovenia for 2025 Field Championships and 2027 3D Ch. in Mokrice  
Bid and Evaluation Checklist from Poland for 2025 Field Championships in Walbrzych  
Final Report on 2023 Field Championships on San Sicario by TD Kristina Reitmeier  
Final Report on 2023 Field Championships on San Sicario by TD Kristina Reitmeier  
WAE Technical Delegates' uniform

### **10.0 Grand Prix**

Bid from Slovenia and Italy for 2026 GP  
Final Report on 2023 GP 1st leg in Lillehall (GBR) by TD Arnoud Strijbis  
Final Report on 2023 GP 2nd leg in Umag, CRO, by TD Vladimir Hurban  
GP Rules 2024

### **11.0 Youth Development Committee**

Youth Cup draft Rules 2024

Participating countries in Youth Cups 2013-2023

Number of participants in Youth Cups 2010-2023

Awarded Coaches of the Year 1999-2023

Draft YDC Budget for 2024

YDC annual Report

Final report on European Youth Cup 1st leg in Catez by TD Wolfgang Halvax

Final report on European Youth Cup 2nd leg in Sion by TD Irena Rosa

Bid from Slovenia for 2027 Youth Cup in Catez

Bid from Slovenia for 2028 Youth Championships in Catez

### **12.0 Judges Committee**

Report on the annual meeting and on 2023 Judges Conference in Wiesbaden

Judges Commissions for 2024 WAE events

Projects and Budget proposal for 2024

New Uniform for WAE Judges: proposal from ERREA

New caps for WAE Judges

### **13.0 3D and Field Committee**

Annual report from the Field and 3D Committee

3D & Field workshop 2025

### **14.0 European Club Teams Cup**

Change in the rule (about money prize cancellation starting from 2024 edition)

2023 edition in Belgrade – Final report from TD Darko Uidl

### **15.0 Run Archery**

Annual Report on the 2023 Run Archery Cup by the TD Dominique Ohlmann

Final report on 2023 Run Archery Cup in Nove Mesto by TD Dominique Ohlmann

Final report on 2023 Run Archery Cup in Nove Mesto by Judge Chair Cinar Gozacan

Run Archery 2024 specification and rules

Run Archery projects 2024 and budget request by Dominique Ohlmann

Presentation of 2024 Run Archery Cup in Nottingham by Hilda Gibson

### **16. Next EB Meeting date**

Invitation from GBR to hold the second annual meeting in 2024

### **17. Other Permissible Business**

## **1. Report by the President**

The President warmly welcomed all the members in attendance at this meeting held online.

He went through some items listed on the Agenda and he thanked the Board Members and the Committees for their skilled cooperation and work for the development of Archery

## **2. Last Board Meeting Minutes approval**

Approved

## **3. Budget 2024**

The Finance Board Chairman Mr Christian Laforest explained the current year WAE funding. The 2023 budget is not yet closed nor approved.

Mr Laforest presented to the Board the following subject of further discussion:

Internal funding:

- Entrance fees:

The entrance fees are paid only once when applying for membership.

It is not renewable.

It is different of the annual contribution that is periodic. (generally every year)

- Membership fees:

Association can create or not this type of contribution which can be annual or quarterly etc.

The principle and the amounts are defined by the statutes or the rules of procedure.

In the event of non-regulations, sanctions may be provided, up to and including exclusion.

- Exceptional and lucrative activities:

Pursuing a disinterested goal while seeking, at the same time, to bring together human and financial resources to balance their budget and thus perpetuate their action is therefore not contradictory.

These new activities may make the association liable for business taxes.

- Heritage income and wealth management:

Associations are not intended to own real estate, unless these rentals fall within the framework of their corporate purpose. It is very rare for associations to receive inheritances, most of the time these are disinterested donations of small amounts.

- Investments book interests:

Any association can make investments, have savings accounts, invest in the stock market, etc.

- Associative crowdfunding:

Crowdfunding through an associative site allows you to raise money quickly and easily from the general public if the project is realistic and viable. This can increase your visibility to the general public.

External funding:

- Public resources:

The subsidy is not a right. It has a discretionary character for the community who grants it. An association therefore has no right to attribute or renew a year-to-year grant. Most of the time, these aids or subsidies see their amounts reduced. It is often easier to obtain public aid during exceptional events than repetitive aid from year to year except in the case of special agreements lasting several years (often the will of the politician). In our case we have several interlocutors: the Council of Europe and Olympic Solidarity for example. Some of WAE member associations may have the opportunity to obtain funding for such and such an action (training - youth, etc.) from their national, regional or local political authorities, what allows us to carry out these actions.

- Private resources:

They are very different in nature.

These can be contributions from members with or without specific destination (sums of money, furniture, or buildings), but always with a moral commitment (pay attention to charges or the “right of return”). Other solutions exist:

- Manual donations (money)
- Corporate philanthropy or sponsorship
- The call for public generosity
- The private foundations
- The bank financing (as a last resort) Many other solutions exist according to your country and your rules.

Current resources:

- World archery
- European Olympic solidarity;
- Fees from para Archery;
- Some sponsors (Money or material);

Christian Laforest underlined that it is important to notice that this document is not exhaustive but offers a general overview of financing ideas

#### **4. DTAC**

The strategic plan covers the period going from 2024 to 2028 superseding the strategic plan (2021-2023) adopted in June 2021.

Pursuing the mission to empower its member associations to make archery a leading sport in nations around the world; to build and regulate an event ecosystem; to grow awareness and engagement with the sport transparency, integrity, democracy, development, solidarity and control systems used to monitor and assess the above are fundamental.

World archery requires Member Associations to report on their activities and membership activities every Olympiad. Failure to do so will lead to potential warnings and, as a final resort, expulsion from the Association for non-compliance.

Organization structure requires review with a move towards a more diverse and representative board that reflects cultural and working practices between East and West Europe, gender equality, elite and social archery, disabled, ethnic & LGBTQ groups.

WAE constitution will be fully reviewed and the focus will be put on good governance, administration and performance programs throughout Europe.

Rationalization of competition scheduling is needed because European continental competition strategy which needs to be aligned/ coordinated with WA's International/ Olympic/Para events program.

As archery is a minor sport and needs to work hard to promote media interest and sponsorship opportunities. The continuing rise in social media use and direct marketing have opened new opportunities. We need to develop a strategy to capitalize on current interest levels of interest around the Olympic cycle. If WAE can develop a large and engaged audience we can then explore sponsorship deals with brands that want to align with the World Archery Europe brand and engage with our community and audiences.

WAE is fully engaged with sustainability theme and for this reason its intention is to establish a sustainability liaison to lead this initiative and develop a policy for key sustainability drivers linked to WA competition bidding process.

The proposed goals within the strategy will require regular assessment and a reporting process will be necessary to ensure steady progress against the objectives.

## **5. Congress 2024**

According to the new schedule of the European Championships and the Continental quota Tournament in Hessen these ones are different and separate events.

As to the European Championships it is necessary to change the date of the Congress (from 5<sup>th</sup> May to 4<sup>th</sup> May and having the Board Meeting on 3<sup>rd</sup> May) whilst Continental quota Tournament is scheduled for 5<sup>th</sup> and 6<sup>th</sup> May.

Congress 4<sup>th</sup> May approval deadlines:

- 4<sup>th</sup> February: Deadline for the motions to be submitted for Member Associations to office;
- 4<sup>th</sup> March: Motions distribution via secretariats to Member Associations;
- 25<sup>th</sup> March: Deadline for amendments to be submitted by Member Associations;
- 4<sup>th</sup> April: Deadline for nominations to be received by Secretary General;
- 14<sup>th</sup> April: Deadline for distribution of all Congress documents to Member Associations;
- 24<sup>th</sup> April: Deadline for proxies to be received by Secretary General

The date 24<sup>th</sup> April is considered to be 10 days before the Congress. Proxies must be received at least 10 days before the Congress otherwise they will not be accepted.

The mentioned deadlines are approved.

## **6. Liaisons**

The Gender Equity Liaison (GEL) works together with the WA Gender Equity Committee (WAE Constitution 1.7.13). Within WAE, the GEL's (Bettina KRATZMUELLER/AUT) work has been

characterized by a close cooperation and collaboration with the WAE DTAC and Hilda GIBSON/GBR as the responsible member of the WAE Executive Board for this area. As to this purpose it was decided to present female European archers and officials on the occasion of the annual International Women's Day (March 8th).

In 2023, the GEL continued the project. This time she put mixed teams in the focus with the title "Women mixing up archery".

- Drafting of the regulations for the WA Gender Equity Award to be awarded on occasion of the WA Congresses from 2023 onwards;
- In October 2023, WA again asked for nominations for the WA Gender Equity ad hoc Committee (deadline November 30th, 2023) for the next period, the terms running from 2024-2025. Candidatures have to be nominated by national federations. Bettina KRATZMUELLER was nominated by her national home federation Archery Austria (October 24th, 2023) again.

Plans for the future

- Representing WAE and WAE's topics in the WA Gender Equity Committee;
- Support of WAE and WAE DTAC in the further implementation of the gender goals of the WAE Strategic Plan;
- Support the WAE DTAC in evaluating the gender survey and preparing statistical analyses;
- Support of WAE in the implementation of Signing the "Brighton Plus Helsinki 2014 Declaration on Women and Sport" (gender goal of the WAE Strategic Plan);
- Prepare topics for the WAE website and social media (International Women's Day, March, 8th);
- Continue the series "Inspiring people in European Archery" (Teams, Inspiring Men, Female WAE Officials, etc.)

## **7. WAE Strategy**

Data collection from Member Associations concerning number of coaches, archers and judges is of the utmost important to become stronger within the negotiation with World Archery.

WAE strategic plan for the period 2024-2028 was discussed.

The strategic pillars of this new strategic plan are:

1. Organisation and Governance
2. Support systems (Education, Development and Innovation)
3. Financial Management
4. Inclusion and Equality
5. Competitions and Events
6. Promotion/ marketing
7. Sustainability

## **8.0 Para Archery**

A strategic plan to promote new generations is fundamental.

The strategy deriving from World Archery Europe Para-Committee is to create an Indoor format consisting of 18 meters competitions to promote U21 categories with different targets. (Indoor Youth Para Challenge). The aim is to prompt Continental Associations to organize such competitions allowing this new generation to come.

There is not sufficient data in order to establish the size of young Para-Archers and low numbers make competitions' organization very difficult.

Classifications are going to follow national ones.

Support of Giulio Borzacchini is extremely important and therefore his contract for the current year is confirmed.

Presentation of EPC 2023 – Contract renewal and confirmation for EPC 2027 (everyone agrees to negotiate a new agreement for 2027 edition)

Additional financial support for Nove Mesto: difference of almost 10 thousand Euros between income and expenses after Para Archery Cup Finals Organization.

Approval of giving Para Archery Cup Finals organizers every year a grant of 5 thousand Euros except from ParaOlympics where European archers are not in final

Capitation fee for 2 Para-Archery Cup or 1 Para-Archery Cup and 1 Para-Archery Championship: 5 thousand Euros of grant

Receive payment of Rotterdam European ParaArchery Championships of 10 thousand euros – used to pay the grant of ParaArchery Cup Finals in 2022 and 2023

Everyone agrees to give Nove Mesto organizers same additional grant that Nottingham received (2 thousand Euros to cover part of additional expenses instead of 6 thousand Euros)

## **9.0 European Championships**

Limits regarding Hotel prices because according to the Organizers Agreement at the European Championships the limit imposed is 300 Euro for Double rooms.

Most organizers cannot satisfy that limit. Probably it is necessary to change this limit.

Based on a vote it was decided to cancel the limit only for the European Championships starting from 2025.

2 bids for 2025 Field Championships:

- Evaluation checklist from Slovenia;
- Evaluation checklist from Poland.

Based on the fact that these Championship will be held in 2025 there is the necessity to allocate it as soon as possible.

Because of little arrangement and availability of document it was decided to decide the allocation of Field Championships basing on the results of a postal vote.



Uniform for Technical Delegates and Board Members in ERREA Agreement (T-Shirt and jacket). There is not supply of trousers for Technical Delegates and Board Members at the moment because of the high expense. Everyone agrees with the decision. Trousers are only for judges.

## **10. Grand Prix**

It is necessary to change of Grand Prix rules because The Grand Prix is mentioned as a good way for European athletes to learn how the World Cup system works. The rules of World Ranking Events are not similar to the rules of the World Cup.

That leads to the situation that WAE cannot organize a GP like a World Cup. Therefore, it will be good that WAE sends an official letter to WA to ask for using the same format as a World Cup.

The rules cannot be changed this year, but the sooner the better.

Proposals regard a change in the qualification system for the European Games for the EG2027:

- a) Add quota places for Mixed Teams Compound and Mixed Teams Recurve to the qualification
- b) system;
- c) Discuss adding the number of athletes in the teams for the EG; teams of two persons can
- d) make big change;
- e) Discuss to add more teams to the schedule of the European Games (12 instead of 8);
- f) Add a procedure to organize events for quota places, including FQTs;
- g) Limit the number of participants per country for FQTs; and
- h) Make a decision about the qualification system the latest two years before the EG in the
- i) WAE Board.

Sustainability element does not have to be ignored.

## **11. Youth Development Committee**

Change in rules for 224 Youth Cup approval:

- Cancellation of article 3.1.5: “No finals will be shot if less than 4 individuals, teams, Mixed Teams are participating in a category and no points will be given”;
- Cancellation of article 5.3 “In case that less than 4 individuals, teams or Mixed Teams are participating in a category the winners will be determined by the Qualification Rounds results”.

No allocation event for more than 3 years before the event

2027 event will be allocated at the end of 2024 (during the Board second meeting)

Approval of YDC Budget for 2024 (6800 Euros)

## **12. Judges Committee**

Approval of Judge Commission for 2024 Events

Starting from next year organizers will reimburse until 500 Euros for judges’ travels, but the JC suggests that in case of longer distances case by case will be analysed

Retirement of Susan Richards from the UK, Klaus Lykkebaek from Denmark and Aurel Robu from Romania because of age limit and Nina Vugrinec whose retirement was for personal reasons – the JC will send them a letter of appreciation and thanks for their work

In May an election for two commission members (Lipscomb and Stucchi) will be held– Afterwards, it is underlined the necessity to organize a Seminar next year in order to educate new judges

Approval of Judge Budget for the term 2024:

- Cost of Wiesbaden Conference was already paid
- 3000 Euros for the uniform
- 4800 Euros for YDC
- Caps' cost is around 500 Euros – no invoice received so no knowledge about the exact amount of VAT

ERREA Agreement not yet signed

- 3 different materials for 3 different items for 7000 Euros;  
Discount of 50% to their prices + 20%
- Uniforms are the same apart from top parts of Technical Delegates and Board Members;
- no order huge amount of sizes and items to storage them: Only the exact size the judge asks for; will be ordered – every judge will receive a form to compile;

### **13. 3D and Field Committee**

No proper report received from 3D and Field Committee

### **14. European Club Teams Cup**

Money prize cancellation starting from 2024 edition

### **15. Run Archery**

Dominique Ohlmann joined the call and presented his Run Archery Report: There is an increasing number of countries promoting and practising Run Archery. Guidebooks are on the writing for organizations, judging and coaching. Moreover, there is a huge support by French Ministry of Sport to give grants to foster international cooperation.

The aim is not creating what already exists in Biathlon but to make some trial with available equipment and record some races and catch new people coming from Running to enter this new dynamic discipline.

Combination of Archery and Running is very useful in order to fight obesity and to promote this sport also in schools and to pursue this aim Athletics support is fundamental. Moreover, basing on the fact that children are more likely to practice more dynamic sports World Archery Europe would like to promote Run Archery in order to attract a wider audience also in Archery.

A budget of 3500 Euros was allocated for participation and attendance of Dominique Ohlmann and Ardingo Scarzella to two competitions of Biathlon during winter season.

In order to better develop this discipline an open format to countries outside WAE was proposed. There will be two formats: Short one and long one – there will be less medals but it will be focused on high performance of two formats.

IANSEO will be implemented for results.

Presentation of 2024 Run Archery in Nottingham.

**16. Next EB Meeting date**

24<sup>th</sup> November is the suggested date for the second meeting of the year, which will be kindly hosted by Archery GB (covering the costs of accommodation and food)

The Board Members are invited to send reimbursement request for flight ticket to Belgrade

**17. Other Permissible Business**