

## ICF BOARD MEETING MAY 31 JUNE 2 2022

Apologies: Danielle, Manuela, Fatima, Jonne

Previous minutes approved, with addition of information regarding freestyle judges seminar.

### PRESIDENT'S REPORT

**Commonwealth Games:** Negotiations underway about possibly having ocean racing added to the program for the 2026 Commonwealth Games in Victoria, Australia. Paddle Australia has approached Commonwealth Games Australia. We look in a good way to be included.

Va'a has also applied so we will be in competition with them. Maree encouraged us to work with va'a, because it would work well to be together.

John Edwards mentioned we already have a good relationship with va'a through paracanoe, and we need to be careful bidding for the Commonwealth Games against Va'a won't blow up in our faces.

Thomas agreed it would be best to present a joint bid. Maree said she would discuss with the NZ Pres of Va'a to find a way to work together.

**Mediterranean Games:** Sprint has always been part of the program but not this year. Lluís has spoken to the head of the Games. The next event is in Italy in 2026 which will be a good venue for canoe sprint and ocean racing. Organisers want 15 to 20 countries per event.

**LA28:** Thomas met with Kit to discuss rumours SUP will be in the LA Games. He outlined what the ICF has been doing in SUP. Thomas also presented the idea to move slalom to the venue in Oklahoma, which the IOC endorsed because it fits their Agenda 2020 + 5.

Thomas met President of ANOCA to discuss sprint being included in the All-African Games.

The IOC looks set to provide EU 40 000 to support Ukrainian teams competing in our events. It will be used for world championships, European championships, Junior and U23 championships.

The selection panel for the new Secretary General agreed unanimously on the candidate. Richard Pettit will commence in September. He is coming from the IOC and has senior leadership experience.

Narelle told the meeting Thomas Rosset has begun work as the new whitewater technical official, and we have two interns in the office. Catherine is off sick.

There was discussion about the low level of staffing at the Poznan competition leading to problems for the presentations. Narelle proposed that the ICF Staff would send the staffing assignment list for competitions to Technical Chairs for their review when the ICF HQ were ready to do so at the beginning of the competition season.

### FIT FOR FUTURE

Presentations were made from each Fit For Future working group.

**OVERVIEW:** The members of the groups were BOD members, ICF staff, members of NF's (directors and CEOs) and advisory companies. The Availability of working group members and appropriate meeting times had been challenging. There was intensive discussion on the topics presented at each of the 8 pillars. The discussions were not limited to the initial proposal and in some cases important subjects were incorporated. Overlapping subjects were requested in order to organise the

conversations with the leaders of the groups. Some of the groups produced recommendations while others continue their discussions to form the basis for the strategic plan.

**GOVERNANCE:** Discussion about our statutes, and if the ICF should engage an outside expert to review. Also discussion on appropriate size of board, a revision by Mike of our code of conduct, and appropriate sanctions for ethics breaches.

**SUSTAINABILITY:** One of our interns is collecting data to help measure our carbon footprint. We are suggesting getting our continental presidents to sign a document of support for a climate sports action agenda.

**EVENTS:** It's very challenging. There are discussions about organising a Canoe Games, which John Edwards should work on separately to the FFF events pillar. Albert asked if we need events every year or should they be every two years because our calendar is very crowded. We are also struggling to find event hosts.

This year we have 34 ICF events, as well as continental and multi-sport events.

**BRAND MARKETING AND COMMUNICATIONS:** How to we engage a wider audience. Need to be confident who we are. Need to better understand social media and the role it plays, and what focus we should give to our different sports.

**CULTURE OF COOPERATION AND COMMUNICATION:** Board members are key, and one of the most important stakeholders in building this relationship.

**SAFEGUARDING AND WELLBEING:** The board received a presentation from Dr Shane Heffernan, who has worked extensively on issues pertaining to transgender athletes. He also gave details of an athlete survey relating to feelings regarding transgender athletes.

Thomas mentioned how our participants in events don't reflect our racial diversity. Athlete chair Bridgitte said access to boats was a major issue for African athletes.

## **GENERAL**

Discussion about number of ICF staff attending events. It was agreed if a committee or organiser needs extra support they should approach Narelle.

Martin made a presentation on E-sports and virtual presentations. E-sports is a way to engage new audiences and new participants. We have approached several parties, but only Kayak Pro based in Miami has anything in place. They have new software which should be ready by March next year.

The budget is 70-80,000 Euros, a minimum of 50,000 to start the competition at the end of this year. Lluís said what we can offer fits in with the IOC's 2020 + 5, with less focus on gaming. Thomas suggested the IOC might provide some support through its Olympic Solidarity Fund.

It was agreed we will look to have our first competition this Autumn, or next Spring at the latest.

Narelle said a survey on the role of the ICF has been sent out three times, and so far there has been 59 responses from 40 national federations.

Congress – looking to schedule just a couple of hours each day, with workshops and keynote speakers. Agreed all speakers must be onsite.

We are chasing applications to host the 2024 Congress.

The currently approved covid-19 policy will continue to apply throughout the season. Adaptions will be made if it is deemed necessary due to a change in circumstances.

### **TREASURER'S REPORT**

Luciano said the past 2.5 years have been very difficult. Overall we can manage all our activity. Our main costs are ICF headquarters, TV production and the development program..

Thomas said the board was exploring options to establish a satellite office. No staff would be forced to relocate, and those that do will remain on the same salary. Barcelona and Budapest were both offering office space free of charge. Lluís said the IOC is comfortable with the idea, so long as key staff remained in Lausanne. He pointed out one salary in Lausanne is worth 2.5 salaries in Barcelona.

Thanks to a sponsor who provided 50,000 Euros we are able to set up a promised continental development manager in Africa. We need to look at where is the best place to locate this manager. The person needs to be a diplomat who can work with NFs and clubs. We will start with the pilot project in Africa, focusing on Nigeria and Egypt. The goal will be in five years having athletes who can compete internationally for medals.

The board unanimously support this project until January 1.

Joao said this was an important part of the Africa 2022-28 strategy plan, and was a good opportunity because Africa is hosting the next summer YOG.

**ITA:** The board supported the proposal to move responsibility for our anti-doping program to the International Testing Agency.

**UKRAINE:** Martin told the board we have provided financial support with NF's so the senior team can remain and train in Romania, the juniors in Bulgaria and paracanoe in France. Romania and Bulgaria has a problem because the government has not delivered on its promise yet. Canada will also support athletes going to Halifax, but they all have to be vaccinated with a recognised vaccine.

Thomas said we can't afford to support financially the participation of the athletes in events, and that organisers may have to if they desire.

Thomas said so far Russia and Belarus have not taken any action against us, but we must be careful not to burn our bridges. Not all Russians are in favour of this war.

**ATHLETE COMMITTEE:** Bridgitte said she was having trouble getting athletes to commit the time to the athlete committee. Might be good to approach recently retired athletes who have more time and are still conscious of the issues.

Thomas said he would assign Henry to assist Bridgitte.

**SUMMARY OF DEVELOPMENT MEETING:** The ICF Development Programme will be called ICF Sustainable Development Programme, in line with the IOC Agenda 2020+5

### **RULE CHANGES**

John – IPC has asked all sports to make it clear athletes cannot race up a category.

JMP – Sole supplier for canoe slalom equipment – approved.

French translation for canoe kayak slalom – approved.

Toshi – Progression system for world championships – introduce D and E finals.

Martin – Sanctions for national federations.

Albert – Statutes cover if we can vote on matters not covered under our statutes – passed.

Terry – Concerns about water levels at 2023 US venue, move event from July to October – passed.

Thomas – we cannot make Poland's Jozef Bejnarowicz an honorary member. You have to have worked for 12 years with the ICF. Propose he be offered an Order of Merit – passed.

Greg – Price of transporting polo boats has been raised from 1000 to 1800.

JMP – slalom U23 world championships in China, expecting confirmation it will need to be moved.

Cecilia – The board approved a partnership with BOMOSA from Andorra to help the ICF meet sustainability targets.

ICF staff member Adam Collins, Digital Media Manager, gave a substantial presentation about how to invest in our digital assets to maximize financial value, including examples of the actions of other sports.

The Board approved to offer more live coverage of our events in multiple languages, to utilize a free OTT platform, and to implement a digital asset management system.