

**INTERNATIONAL CANOE FEDERATION (ICF)**

**BOARD OF DIRECTORS**

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**MINUTES OF THE MEETING HELD IN ANTALYA, TURKEY**

**06 November 2024**

## **Overview**

This was the fifth meeting of the ICF Board of Directors in 2024 and the final meeting for the current Board, held on 6 November in Antalya, Turkey. Quorum was formed in line with the ICF Statutes, with 28 board members present.

*All documents were provided via the online portal with login details to each Board Member.*

## **Agenda**

1. Congress Preparation
  - Budget
  - Fit For Future Evolution
  - Code of Ethics
  - Transgender policy
  - Paris 2024
    - ◆ Review working group
    - ◆ Qualification system working group
  - General information & logistics (Ref: Congress agenda)
2. ICF Headquarters in Budapest
  - Positioning paper
  - Due diligence
  - Statutes change list linked to Hungarian office
  - Financial payment terms
3. ICF Hangzhou office - update
4. Other business
  - Hangzhou Super Cup feedback
  - Organisational review of the International Canoe Federation

**Participants:**

Thomas Konietzko	TK	President	GER
Cecilia Farias	CF	Vice President	ARG
Lluís Rabaneda i Caselles	LRC	Vice President	ESP
Luciano Buonfiglio	LB	Vice President	ITA
Richard Pettit	RP	Secretary General	GBR
Maree Burnett	MB	Oceania Canoe Association President	NZL
Chainarong Charoenruk	CC	Asian Canoe Confederation President	THA
Jean Zoungrana	JZ	European Canoe Association President	FRA
João Manuel Da Costa Alegre Afonso	JDC	Confederation of African Canoeing President	STP
Toshi Furuya	TF	Canoe Sprint Committee Chair	JPN
Jean-Michel Prono	JMP	Canoe Slalom Committee Chair	FRA
John Edwards	JE	Paracanoe Committee Chair	CAN
Bridgitte Hartley	BH	Athlete Committee Chair	RSA
Branko Lovric	BL	Continental Representative - EUR	CRO
Andrej Jelenc	AJ	Continental Representative - EUR	SLO
Jovana Stanojevic	JS	Continental Representative - EUR	SRB
Martha Hernandez Sanches	MHS	Continental Representative - PAM	MEX
Budiman Setiawan	BS	Continental Representative - ASI	INA
Danielle Woodward	DW	Continental Representative - OCE	AUS
Olubunmi Ola Oluode	OO	Continental Representative - AFR	NGR
Ruud Heijlselaar	RH	Canoe Marathon Committee Chair	NED
Manuela Gawehn	MG	Wildwater Canoeing Committee Chair	GER
Noémi Horváth	NH	SUP Committee Chair	HUN
Greg Smale	GS	Canoe Polo Committee Chair	GBR
Colin Simpkins	CS	Ocean Racing Committee Chair	RSA
Terry Best	TBE	Canoe Freestyle Committee Chair	GBR
Jane Gibson	JG	Interim medical and Anti-Doping Committee Chair	GBR
Wai-hung Luk	WL	Dragon Boat Commission Chair	HKG

**Excused:**

Sebastian Gomez	SG	Pan American Canoe Federation President	URG
Victor G. Ruiz	VR	Continental Representative - PAM	PUR
Shao Yaping	SY	Continental Representative - ASI	CHN
Ahmed Mahamoud Abdoukader	AMA	Continental Representative - AFR	DJI

## **1. Opening of the BoD meeting**

- 1.1. ICF President Thomas Konietzko (TK) opened the meeting, emphasising its significance as the final gathering of the current Board and a historic moment preceding the celebration of the ICF Centenary Anniversary. He expressed gratitude to all Board members for their dedication and contributions over the past three years.

## **2. Housekeeping**

- 2.1. ICF Secretary General Richard Pettit (RP) provided a brief update on the arrangements for the Congress and highlighted key topics for discussion.

## **3. Budget**

- 3.1. RP provided a review of the 2025-2026, highlighting a significant enhancement. The focus remains on ensuring clarity, accountability, and due diligence in budget allocation, supported by the robust financial systems established over the past two years. Innovative funds will be introduced, with clear application procedures to be finalized by next March. Additionally, dashboards will be developed to promote greater transparency and efficiency. (Appendix 1: 2025-6 ICF Budget)

## **4. Fit for Future - Evolution**

- 4.1. RP provided an overview of the achievements of the Fit for Future strategy, highlighting its eight pillars, and introduced the evolution plan focusing on five main areas along with a proposed timeline. He emphasised the plan to seek endorsement for the name change to Paddle Worldwide at the Congress, with the relaunch of the organisation under the new name scheduled for 2026. Additionally, RP presented the proposed structure for the offices in Lausanne and Hangzhou, and the new headquarters in Budapest, which is expected to receive approval at the Congress. (Appendix 2: ICF Fit for Future – Evolution)

## **5. Code of Ethics**

- 5.1. ICF Ethics Commission Chair Michael Chambers (MC) proposed ICF Code of Ethics, highlighting its alignment with IOC principles but tailored to fit the ICF's needs. He explained that while the current ICF statutes incorporate an IOC Code of Ethics, it is limited to the Board and lacks applicability across the organisation. The new draft expands the scope to cover the entire organisation and focuses on integrity, transparency, and accountability.

**Decision: The ICF BoD unanimously approved the ICF Code of Ethics**

## **6. Transgender policy**

6.1. ICF interim medical and Anti-Doping Committee Chair Jane Gibson (JG) shared the background and updates on the transgender policy working group. The policy development for the inclusion of transgender athletes began in September 2022 at the World Championships in London and was formally organised a year ago under the guidance of Cecilia, with contributions from various experts including doctors and athletes. The policy aims to balance fairness for cisgender women and inclusivity for transgender athletes, aligning with IOC principles. It involved extensive research, stakeholder consultations, and analysis of existing international policies, despite challenges due to limited and poor-quality research. The process also considered cultural differences across countries. A draft document has been prepared and is undergoing legal and ethical reviews, with full implementation expected by 2026.

## **7. Paris 2024 review working group**

7.1. ICF Vice President Lluís Rabaneda (LRC) shared that a working group was established in the last Board meeting to evaluate the Paris 2024 Olympic Games and provide recommendations for the LA 2028 Games. The group, comprising members from the office Cyril Nivel, Balint Vekassy, and various stakeholders including Toshi Furuya, Jean-Michel Prono, John Edwards, Richard Fox, Ekaitz Saies, Ian Mortimer, Jovana Stanojevic, aims to conduct a two-step process. The first step involves an internal review to identify key lessons learned from Paris and produce initial recommendations for the board by March 2025. The second step involves a deeper, long-term analysis to inform future planning for Brisbane 2032 Olympics. The focus is on seven key areas: competition schedule, technical organisation, sport presentation, broadcast quality, athletes' and stakeholders' experiences, inclusivity and accessibility, and sustainability and innovation.

## **8. Olympic qualification system working group**

8.1. LRC shared the progress of the qualification system Working Group, which was established earlier this year to create a new Olympic qualification system with a focus on broadening opportunities and participation. The group aims to increase the number of qualification events globally and enhance continental activities to develop canoeing as a sport. The work aligns with the "Fit for Future" strategy and the goals of Agenda 2020+5, promoting pathways to the Olympics through diverse events. The group has completed defining its scope and objectives, conducted consultations within the group and with 45 national federations across five continents, and gathered feedback on rules for both sprint and slalom. The next

steps involve developing an Olympic qualification process based on existing and new world rankings, ensuring more competitions for the spring discipline, and presenting the draft for approval and IOC review.

## **9. ICF Headquarters in Budapest**

- 9.1. RP addressed the Board's questions regarding the move of the ICF headquarters from Lausanne to Budapest, covering topics such as financial timelines and guarantees, the status of the Swiss office, and the independence and autonomy of the new headquarters.
- 9.2. RP informed the Board about two resolutions to be made. Resolution Seven involves seeking Congress approval for the move of the headquarters, with the exact location to be determined at a later stage. Resolution Eight grants the board the authority to withdraw from the relocation process at any time after Congress's decision. The statute changes associated with the new headquarters will only take effect once the headquarters is fully established as a legal entity.

### **Decision 1: The ICF BoD unanimously adopted Resolution Seven.**

- The headquarters of the Federation shall be relocated to Hungary.
- From the registration, the Federation shall operate under the jurisdiction of Hungarian law.
- The headquarters will be situated in Budapest. The exact address shall be determined by the Board of Directors.
- The Board of Directors is hereby obligated to pass a resolution specifying the precise address and to provide this resolution to the competent Hungarian authorities for the purpose of the registration of the relocation of the headquarters.

### **Decision 2: The ICF BoD unanimously adopted Resolution Eight.**

- All decisions and specific group of amendments to the Statutes related to the relocation of the headquarters to Hungary are hereby made conditional upon the successful registration of the ICF by the competent Hungarian court.
- The ICF Board of Directors is hereby authorized to unilaterally withdraw from the headquarters relocation process at any time prior to the Hungarian registration, should the Board deem such action necessary to protect the interests of the ICF.
- In the event of such a withdrawal by the Board of Directors, all decisions and conditional amendments to the Statutes related to the headquarters relocation shall be considered null and void.

**Decision 3: The ICF BoD unanimously adapted the amendments to the Statutes article 19 on special Congress and article 18 on extraordinary Congress, required to the relocation of the headquarters with effectiveness from the Hungarian registration.**

## **10. ICF Hangzhou office**

10.1. TK highlighted progress with the Hangzhou office, which has already appointed six staff members and plans to hire additional team members soon. The office is currently focused on sustainability, the Hangzhou Super Cup delivery, and supporting PR work and development in Asia. Setting up the new office in China has been challenging, but significant progress has been made. The final structure will be shared during the meeting in Hangzhou.

## **11. Hangzhou Super Cup feedback**

11.1 The Committee chairs shared their insights on the Hangzhou Super Cup, which was met with positive feedback overall. Challenges included technical issues with the timing scoring system and live coverage graphics, but these were outweighed by the athletes' high satisfaction and engagement, especially with the Olympic format and the short demo events. The local organizers and the venue's familiarity due to the Asian Games were praised for their professionalism. Although fans numbers at the venue were low,

online and TV viewership was excellent, bolstered by the broadcast collaboration with Eurosport and CCTV. Suggestions for improvement included better communication for TV coverage and enhanced promotion to engage audiences earlier.

## **12. Organisational review of the International Canoe Federation**

TK shared the plan of organisational review for ICF, aiming to address governance, policies, and procedures to better align with modern needs, with input from stakeholders to be gathered for discussions and proposals starting soon after the Congress.