



**MINUTES OF THE
BOARD OF DIRECTORS MEETING
HELD ONLINE
2 June 2026**

INTERNATIONAL CANOE FEDERATION (ICF)

BOARD OF DIRECTORS



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Overview

This was the first meeting of the ICF Board of Directors in 2026, held in online on 2 June 2026. A quorum was formed in line with the ICF Statutes, with 29 Board members.

Agenda

1. Introduction and Welcome
2. President's Report
3. Draft Statues Review
4. Provisional Budget 2027/2028
5. Other Business
6. Closing Remarks



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Participants:

Thomas Konietzko	TK	President	GER
Richard Pettit	RP	Secretary General	GBR
Lluís Rabaneda i Caselles	LRC	Vice President	ESP
Jean Zoungrana	JZ	Paddle Europe President	FRA
Toshi Furuya	TF	Canoe Sprint Committee Chair	JPN
Sebastian Brendel	SB	Athlete Committee Chair	RSA
Greg Smale	GS	Canoe Polo Committee Chair	GBR
Terry Best	TBE	Canoe Freestyle Committee Chair	GBR
Noémi Horváth	NH	SUP Committee Chair	HUN
Jane Gibson	JG	Medical and Anti-Doping Committee Chair	GBR
Li Xin	LX	Treasurer	CHN
Marian Sârbu	MS	Canoe Ocean Racing Committee Chair	BEL
Richard Fox	RF	Canoe Slalom Committee Chair	AUS
*Dr. Luk Wai-Hung	LWH	Dragon Boat Commission Chair	HKG
Peter Karai	PK	Continental Representative - EUR	HUN
Andrej Jelenc	AJ	Continental Representative - EUR	SLO
Manuela Gawehn	MG	Wildwater Canoeing Committee Chair	GER
Ahmed Mahamoud Abdoukader	AMA	Continental Representative - AFR	DJI
Maree Burnett	MB	Oceania Canoe Association President	NZL
Moira Aston	MA	Continental Representative - EUR	IRL
Budiman Setiawan	BS	Continental Representative - ASI	INA
John Edwards	JE	Paracanoe Committee Chair	CAN
João Manuel Da Costa Alegre Afonso	JDC	Confederation of African Canoeing President	STP
Prashant Kushwaha	PK	Asian Canoe Confederation President	THA
Olubunmi Ola Oluode	OO	Continental Representative - AFR	NGR
Sebastian Gomez	SG	Pan American Canoe Federation President	URG
Shao Yaping	SY	Continental Representative - ASI	CHN
Martha Hernandez Sanches	MHS	Continental Representative - PAM	MEX
Victor G. Ruiz	VR	Continental Representative - PAM	PUR

Not present:

Luciano Buonfiglio	LB	Vice President	ITA
Ruud Heijseelaar	RH	Canoe Marathon Committee Chair	NED
Cecilia Farias	CF	Vice President	ARG

*ICF Board member non-voting



1. Introduction and Welcome

TK opened the meeting by welcoming all Board members to the online session and highlighted the key items on the agenda.

A quorum was formed in line with the ICF Statutes.

2. President's Report

TK presented his report based on his ICF's activities.

Olympic Programme & Brisbane 2032

- Press coverage suggested Canoe Slalom was a possible discipline of removal from Brisbane 2032 Olympic programme
- IOC retains final decision-making authority; Brisbane 2032 plays advisory role
- As a personal interpretation of the previous discussions TK supposed that up to 4 sports and 6-10 disciplines may be removed from the programme
- Contract exists requiring inclusion of Canoe Slalom and Canoe Sprint – Brisbane 2032 will defend this contract.
- 15 key stakeholders involved in Olympic programme decision-making identified, including IOC members, Australian NOC President and Secretary General
- Arguments compiled to support inclusion of Canoe Slalom and Canoe Sprint, including sustainable use and legacy of venues
- Press campaign launched to promote the World Paddle Games application from Paddle Australia
- Campaign generated an incredible amount of attention, positioning paddle sport as strong and sustainable
- Consultations with affected sports IFs expected between July and October - crucial timeline for decisions

Formal Bid

- Paddle Australia submitted a formal bid for the World Paddle Games
- Forecasted economic impact: 200 million AUD
- Initial government and local investment: over 30 million AUD
- Secretary General and sport team will collaborate with Paddle Australia and EKS to review the proposal ahead of Sport Commission and BoD review.

Sprint Programme Approval

- Working group led by TF to present formal proposal by the end of next week and TK already announce that another Board meeting to discuss and approve a proposal is necessary still in June
- BoD approval is required for any recommendations to the IOC to change to the Sprint programme

3. Draft Statues Review

CN, Global Director of Operations, presented the key evolutions of the revised statutes.

Statutes Revision Process

- Draft incorporated feedback from Steering Committee and BoD members - SB, PK, JZ, CF, GS, TK.
- Comments not integrated into the Statutes to be addressed in Terms of Reference
- Terms of Reference to be presented at the Oklahoma BoD meeting

Key Changes & Legal Compliance

- Transition period integrated for the applicability of the new Statutes
- Quorum requirements clarified in line with Hungarian law
- Wording and structural consistency refined throughout

Committee Structure & Equality

- GS and JG raised equality and skills-based appointment requirements. BoD agreed to address roles, skills, and equality in Terms of Reference
- Draft Terms of Reference to be circulated to BoD members for review
- Further discussion planned at Oklahoma BoD meeting

Integrity Unit Independence

- PK and JZ raised concerns about the appointment process for independence
- Council appointment language removed - Congress designated as approving body
- Selection process to be further defined in the Terms of Reference

Dissolution Clause

- Legal question raised regarding sharing of assets with members. It seems impossible for non-profit organisations
- Legal counsel to be consulted to confirm compliance

Decision: The BoD voted to approve the ICF Draft Statutes for submission to the 2026 ICF Congress.

4. Provisional Budget 2027/2028

TK introduced the provisional budget for 2027-2028.

- Federation in strong financial position
- Reserves expected to be around 10 million EUR at the end of this Olympic Cycle in 2028
- Staffing efficiency maintained through revised structure including the removal of the position of Head of Office Administration in Budapest and Operations Manager (Narelle) which will not be replaced and the vacant position (Whitewater operator) will not be filled by taking on an additional member of staff. These tasks will be allocated to the existing staff.

RP presented the budget overview.

- The 2027–2028 budget reallocates resources from administration to capability, creating greater capacity for growth, innovation and long-term sustainability across Paddle Worldwide.
- Significant efficiencies have been achieved through the consolidation of operations in Budapest, reduced reliance on consultants and optimisation of digital systems, allowing reinvestment into

strategic priorities.

- Major new investments focus on governance reform, strengthened continental support, expanded development programmes, enhanced event delivery and Olympic and Paralympic engagement.
- Continued investment in digital transformation, innovation, data, OTT platforms and fan engagement is intended to drive future audience growth, commercial opportunities and operational efficiency.
- The budget strengthens the federation's long-term financial resilience through diversified revenue generation, contingency planning and a clear focus on reducing dependency on any single source of income.

BoD's Observations

PK shared the following observations:

- Highlighted the evolution of the federation's financial structure, noting that IOC-related revenues represented approximately 75% in the previous cycle, now reduced to below 50% in the current budget, which he considered a positive development.
- Stressed the importance of continuing to review the balance of expenditure, particularly the proportion allocated to human resources compared to other budget categories and encouraged further analysis of cost distribution relative to comparable federations.
- Expressed support for the proposed budget but encouraged the development of a longer-term strategy aimed at further increasing the proportion of commercial revenue and programme investment relative to administrative expenditure.

RF also welcomed the opportunity for a more detailed strategic discussion on the federation's future growth strategy and confirmed his support for the proposed budget.

Athlete Support & Prize Money

SB made comments on athlete support and prize money:

- Athlete Board budget: currently 20,000 EUR - SB requested a 20% increase to enable in-person meetings. RP stated this is an indicative budget and we have a contingency to allow for an increase if required and justified due to the increase in size of the Athlete Commission.
- Board agreed to consider funding from contingency
- SB asked what the Athlete support budget line cover.
- RP outlined it is for camps and development activities for athletes
- Prize money addressed through event-specific negotiations - not a fixed budget line
- TK outlined that the ICF has tripled total prize money over six (6) years through event-specific negotiations (Super Cups, Marathon World Cups, Dragon Boat)
- Prize money increase is being negotiated with all event organisers, not ICF budget reallocation

Financial Commission's Review

MB presented the Finance Commission's review of the provisional budget

- Expressed confidence in the improved financial controls and management practices in place
- Noted the organisation is now well-positioned for strategic financial discussions at Congress

- Highlighted the strong financial reserves trajectory and the quality of financial reporting
- MB endorsed the budget as presented and recommended its approval by the BoD

Decision: The BoD approved the Provisional Budget 2027/2028 for submission to the 2026 ICF Congress.

5. Other Business

United Nations (UN)

- LRC will travel to New York (3-8 June 2026) to deliver a keynote presentation at the UN
- TK highlighted this as a great achievement for ICF representation

IOC Sex Verification Policy (ISC)

- JG and RP to attend ISC meeting (18-19 June 2026) in Lausanne
- Objective: obtain further IOC clarification on sex verification guidance
- Update and recommendations for ICF policy to be provided at Oklahoma Congress

Olympic Programme Documents

- TK introduced documents received from IOC regarding Olympic programme working group to be shared

Congress Registration & Hybrid Meetings

- RP reminded BoD members to register for the 2026 ICF Congress
- BoD and ExCo meetings to be organised will be organised in hybrid format

6. Closing Remarks

- TK thanked all Board members for their engagement and contributions
- A further online BoD meeting to be organised (end of June/beginning of July) for approval of the Sprint Olympic programme proposal
- Next in-person BoD meeting to be held in Oklahoma