

Helsinki 5th of November, 2018

To: IFF Member Associations
IFF President and CB
IFF AC and DC

Cc: IFF Auditor

FINAL ANNOUNCEMENT OF THE IFF GENERAL ASSEMBLY 2018

Dear Ms./Mr. President,

The 15th IFF General Assembly 2018 will, as announced on the 5th of September 2018, be held during the Men's 12th World Floorball Championships in the **Hotel Clarion Congress – Prague on Saturday the 8th of December, 2018, starting at 08.30.**

Enclosed you will find the summons to the IFF General Assembly together with the preliminary Agenda, the CB reports and proposals, as well as the motions and nominations made by the National member associations.

The following documents are sent out together with this final announcement, which the General Assembly is to decide upon:

- the Agenda for the General Assembly 2018
- the IFF Annual Report 2017 - 2018
- the Financial Reports for 2016 and 2017
- the IFF Auditors Reports for 2016 and 2017
- the Plan of Actions 2019 - 2020
- the CB proposal for a Budget for 2019 - 2020
- the CB proposal for changes of IFF Statutes
- the CB proposal to test new game formats
- the CB Recommendation concerning motion to create the European Floorball Championships
- the motion of Cote d'Ivoire becoming an ordinary member

The material will also be copied as a hard copy version for the participants of the IFF General Assembly in Prague.

All Member Associations are welcome to participate in the IFF General Assembly with a maximum of two representatives each. If the participating representatives of the member associations need an interpreter, the association may use one at the General Assembly.

Looking forward seeing you in Czech Republic, we remain

With kindest regards,

Tomas Eriksson
IFF President



John Liljelund b.d.
secretary general

Proposed Agenda for the 15th IFF General Assembly to be held in Prague, the Czech Republic on the 8th of December 2018

1. Opening of the General Assembly by IFF President Mr. Tomas Eriksson

2. Approval of present Associations and the voting roll.

There are 44 ordinary member associations, i.e. Australia, Austria, Belarus, Belgium, Brazil, Canada, Czech Republic, Denmark, Estonia, Finland, France, Georgia, Germany, Great Britain, Hungary, Iceland, India, Indonesia, Iran, Israel, Italy, Jamaica, Japan, Korea, Latvia, Liechtenstein, Malaysia, the Netherlands, New Zealand, Norway, Pakistan, the Philippines, Poland, Russia, Serbia, Singapore, Slovakia, Slovenia, Spain, Sweden, Switzerland, Thailand, Ukraine and USA, which according to the IFF Statutes § 29.2. have the right to vote at the General Assembly, if they have fulfilled their obligations towards IFF.

A simple majority is 23 votes and the 2/3 majority is 30 votes, according to the Statutes.

Approval of the voting roll.

The assumption is that all ordinary members have fulfilled the requirement by the time of the General Assembly.

3. Greetings to the General Assembly

1. Greetings from the Czech Floorball and the Local Organisation Committee of the 12th World Floorball Championships 2018
2. Greetings from the IFF Sponsors

4. Election of two scrutineers of the General Assembly

The IFF Central Board proposes to elect Mr. Tamuz Hidir, Ukraine and Ms. Dorothee Vogelesang the Netherlands as scrutineers for the IFF General Assembly.

5. Approval of the agenda

6. Approval of the protocol of the last General Assembly (Article 31 paragraph 2)

The protocol from the last protocol has not been opposed to and is therefore automatically approved according to the statutes.

7. Modification of the statutes (changes in statutes a 2/3 majority is needed)

The IFF Central Board proposes to make some changes to the IFF Statutes, in relation to the Continental Confederations and the streamlining of the IFF Operations.

8. Admission or expulsion of official member Associations

The following provisional IFF members have on their own accord applied for ordinary membership: Cote d'Ivoire. The CB proposes that they are decided by the General Assembly to become ordinary members.

The CB has decided to propose that no provisional members are automatically considered ordinary members, according to IFF Statutes, Article 13 paragraph 3.

The new voting roll will be approved by the General Assembly.

9. Approval of the CB reports

The Annual report 2017-2018, a short resume from the Plan of Action decided upon in Riga, Latvia for the period 2017-2018 and the activities IFF has had in the period.

10. Approval of the financial report and the auditors report 2016 - 2017

1. Calendar year 2016 financial statements by the treasurer Ms. Birdal
2. Auditors report concerning 2016 by Mr. Brandstam
3. Calendar year 2017 financial statements by the treasurer Ms. Birdal
4. Auditors report concerning 2017 by Mr. Brandstam

11. Decision on freedom of responsibility for the CB

The General Assembly is to decide upon this, based on the proposal made by the IFF auditor Mr. Brandstam.

12. Decision on membership fee

The IFF Central Board proposes to make no change to the membership fees system.

A 2/3 majority is needed for a change, and a simple majority for the amounts.

13. Approval of the IFF CB proposals, budget and working plan for the next two years

1. Plan of action for the period 2019-2020 (between General Assemblies)
2. Budget for the calendar year 2019
3. Budget for the calendar year 2020

14. Elections

All nominations having arrived to the IFF Office at least sixty (60) full days prior to the IFF General Assembly, i.e. until October 8th, 2018 are according to enclosure.

The following committee chair and member are to be elected for the coming two year period.

Elections:

- Chair of the Ethics Commission, CB proposes to elect Mr. Olli Rauste, Finland (new)
- One member of the of the Ethics Commission, CB proposes to elect Ms. Wendy Kuan, Singapore (new)

15. Appointment of a chartered auditor for two years.

The CB proposes re-election of Mr. Brandstam.

16. Examinations and decisions on proposals and motions of the members

1. IFF CB Proposal to test new game formats
2. EFT Country Proposal for Creation of a Euro Floorball Championships
 - CB recommendation to the IFF General Assembly
3. The Cote d'Ivoire ordinary membership request

17. Approval of Regulations within the meaning of article 15 paragraph 2 littera c)

The IFF Central Board does not propose any Regulations for approval for the General Assembly.

18. Decision on all affairs being reserved for the General Assembly by the statutes or by law

The IFF Central Board proposes to the General Assembly to approve the resolution defining that the legal seat of the IFF will be in Lausanne, Switzerland.

19. Appointment to be honorary member

There is no such proposal.

20. Decision on the meeting place for the next General Assembly

Preliminary proposed by the CB on the 08.12.2020 at 09:00, during the WFC 2020 in Helsinki, Finland

21. Presentations on coming World Floorball Championships

- WFC 2019 Men U19 in Halifax, Canada by CUFF
- IMGA European Master Games 2019 in Torino, Italy by FIUF
- WFC 2019 Women in Neuchatel, Switzerland by SUHV
- WFC 2020 Women U19 in Uppsala, Sweden by SFF
- WFC 2020 Men in Helsinki, Finland, by FFF

22. Closing of the General Assembly

STATUTES



EDITION 2018
PROPOSED CHANGES for the
IFF General Assembly 8.12.2018

XXX = technical changes
XXX = major changes
XXX = proposed to be stricken

International Floorball Federation
IFF

STATUTES

Edition 2018

Decided by the IFF General Assembly on **08.12.2018**

Valid from **09.12.2018**

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I GENERAL GUIDELINES

ARTICLE 1 TITLE, LEGAL FORM AND CONSTITUTION

The International Floorball Federation (IFF) is an association governed by Art. 60 and following, of the Swiss Civil Code, consisting of the National Associations that are recognized by IFF as controlling association for Floorball in their respective countries.

ARTICLE 2 OBJECTS

The **objectives** of the IFF are the promotion, development and organisation of **all different types** of Floorball world-wide.

ARTICLE 3 LEGAL SEAT AND OFFICE

3.1 **The location of the legal seat of IFF is in Lausanne, Switzerland, based on the registration of the IFF at the Commercial Registrant at the Canton du Vaud, in Switzerland**

3.2 The location of the **head and secondary offices** of IFF shall be determined by the Central Board.

ARTICLE 4 DISCRIMINATION

The IFF shall take steps as shall be deemed necessary or advisable to prevent any discrimination against **a country, private person or group of people because of race, skin colour, ethnic, national or social origin, gender, sexual orientation, disability, language, religion, political opinion or any other opinion, wealth, birth or any other status or any other reason.**

ARTICLE 5 DOPING ABUSE

In case of Doping abuse within IFF activities the WADA Anti-Doping Code and the relevant IFF regulations are applicable.

ARTICLE 6 REPRESENTATION

The IFF represents International Floorball activities solely to all partners, such as public authorities, media and other exclusively.

ARTICLE 7 PUBLICATIONS

7.1 To inform its members regarding official publications and invitations, the IFF can form its own publications/medium.

7.2 Details shall be governed by an IFF regulation.

ARTICLE 8 FEDERATION'S- / FINANCIAL-YEAR

The federation's year and the financial year last from the 1st of January to the 31st of December.

II MEMBERSHIP

ARTICLE 9 MEMBERSHIP OF IFF WITHIN OTHER FEDERATION

- 9.1 The aim of IFF is to co-operate within the international sports community, such as GAISF and the IOC and to become a Sport on the Olympic Summer Games
- 9.2 In differences of statutes, IFF Statutes take precedence.

ARTICLE 10 MEMBERSHIP WITHIN THE IFF

- 10.1 The membership can be recognized to all National Floorball Associations (only one per nation), that aim is to promote and preserve Floorball, organize national championships and participate in the activities organised by IFF. There can only be one official Floorball Association in each country.
- 10.2 The members of the IFF may not join or cooperate with any other IFF non-sanctioned International Floorball Organisation.
- 10.3 The IFF Statutes are acting as guidelines for the National member associations statutes and by-laws.

ARTICLE 11 TYPES OF MEMBERSHIP

The IFF differentiates between ordinary members, provisional members and honorary members.

ARTICLE 12 APPLICATION FOR MEMBERSHIP

- 12.1 An Association applying for membership shall address a written request (all documents in English) to this effect to the IFF. The application shall contain:
- a) name and address of the headquarters of the Association,
 - b) names and addresses of the board members of the Association,
 - c) Statutes and other Regulations of the Association,
 - d) minutes from the foundation, and if possible,
 - e) short description of the Floorball activities organised by the Association
 - f) registration documents from their National authorities and an approval from the National Sports Confederation.
- 12.2 A new member association shall be accepted first as a provisional member before becoming an ordinary member.

ARTICLE 13 ACQUISITION OF PROVISIONAL MEMBERSHIP

13.1 The Association can be a section of another Sports Federation which is a member of the National Sports Confederation.

13.2 If the statutes and regulations correspond to the statutes of the IFF and the conditions for membership are fulfilled.

The provisional membership shall be granted by the CB.

13.3 Provisional membership shall only initially be granted for a period of four years. After which the membership status of the country in question shall be subject for revision by the IFF CB, based on the activity of the member Association.

If the requirements of article 14 are fulfilled, the provisional member shall after having been a provisional member for the period of four years apply for ordinary membership to the IFF General Assembly.

ARTICLE 14 ACQUISITION OF ORDINARY MEMBERSHIP

14.1 The Association shall be a self-ruled Floorball Association or a self-ruled Floorball section in another Association.

14.2 The Association shall consist of at least 10 Clubs. Exceptions can only be granted by the CB.

14.3 The Association shall be the Organizer of National Floorball Championships.

14.4 The Association shall be member of the National Sports Confederation (Exception: if there are justifiable reasons).

14.5 An application for ordinary membership can also be handed in to the IFF according to article 12, paragraph 1, earlier than the four years.

14.6 Ordinary membership is granted by the General Assembly.

ARTICLE 15 MEMBERS RIGHTS

15.1 Provisional members are entitled to:

- a) Participate at the General Assembly without voting status, but with the right to put forward motions.
- b) Participate in Friendly Internationals, Regional, Continental and World Championships organized by the IFF with their National Team. Participate with their various National Teams in Championships if the requirements are fulfilled.

- c) Allow their Club Teams to participate in matches and tournaments sanctioned by the IFF, according to the Competition Regulations

15.2 Ordinary members are entitled to:

- a) Full Co-management of all IFF activities within the limits of the competence given by the Statutes. All official members have the equal rights within the IFF.
- b) Participate at the General Assembly with voting status and with the right to put forward motions.
- c) If a new regulation that has been published is opposed (within 30 days notice), a 1/3 of the members can claim the approval of it by the General Assembly.
- d) Participate in **Friendly Internationals, Regional**, Continental and World Championships organized by the IFF with their National Team. Participate with their various National Teams in Championships if the requirements are fulfilled.
- e) Allow their Club Teams to participate in games and tournaments sanctioned by the IFF, according to the IFF Competition Regulations.

ARTICLE 16 MEMBERS DUTIES

Members shall:

- a) Be aware of the statutes, regulations, decisions and other directions of the IFF and its bodies and to brief their own members on them.
- b) Omit any activities that could be detrimental to the interests and the status of Floorball in general and the IFF in particular.
- c) Fulfil the requirements of the Financial Regulations.

ARTICLE 17 LOSS OF MEMBERSHIP

- 17.1 The membership expires by:
- resignation (withdrawal)
 - exclusion (**not following IFF rules**)
 - dissolution of the association

17.2 The expiration of membership does not dispense from any member's duties during the membership.

17.3 Any members lose their member's rights after the expiration of membership. They have no legitimate claim to the fortune of the IFF.

ARTICLE 18 RESIGNATION

The resignation from the IFF shall be sent to the official address of the IFF within 90 full days notice to the end of the IFF Administrative year.

ARTICLE 19 DISSOLUTION

In the case of dissolution of a National Association the membership expires at the day of the decision of dissolution.

ARTICLE 20 REACQUISITION OF MEMBERSHIP

In the case of a reapplication of a former member (National Association) it has to meet in addition to the conditions particularised in article 13 all arrears of duties.

ARTICLE 21 HONORARY MEMBERSHIP

- 21.1 The General Assembly may grant the title of Honorary President or Honorary Member to any individual person who has rendered meritorious service to the IFF. The CB shall submit the name of any such person to the General Assembly for approval.
- 21.2 Honorary Members shall be invited to the General Assembly and are entitled to take part in the discussions but have no voting power.
- 21.3 Honorary Members shall be freed of membership fees.

ARTICLE 22 CONTINENTAL BODIES - CONFEDERATIONS

The IFF Continental Body is a group of at least three (3) IFF ordinary and provisional members who belong to the same continent or assimilable geographical area. A National Association can only join the Continental Body after having become an IFF member. The Continental Bodies are bodies of the IFF.

The Continental bodies can also be called Confederations.

The Continental confederations are to be accepted by the IFF ordinary General Assembly by a majority of 2/3.

The following Continental Bodies can be established in IFF - Africa, Americas, Asia, Europe and Oceania.

ARTICLE 23 ORGANISATION, TASKS AND RIGHTS OF THE CONTINENTAL BODIES

23.1 The objective of the Continental Confederations is to coordinate and steer the development of the sport in their geographical area both on a continental and national level, with the goal to have as strong national associations as possible.

23.2 The tasks of the Continental bodies are:
- Run the administration of the Continental body, in cooperation with the IFF Office.

- Arrange a General Assembly for the Continental Body every second even year, prior to the IFF General Assembly
- Working with and developing the Continental Competitions and/or IFF World Floorball Championship qualifications.
- Coordinate the competition calendar and selection of hosts for International Events, in agreement with the IFF
- Coordinate the Development work of the region
- Run regional lobbying on a continental/regional way for multi-sport events
- Run lobby work on the continental level
- Coordinate Political work to gain new member countries
- Provide a written development plan for the Continental Body, which will be included in the IFF Plan of Action

23.3 Confederation shall have the following rights and obligations:

- a) to comply with and enforce compliance with the Statues, Regulations and decisions of IFF
- b) to work closely with IFF in every domain to achieve the objectives stipulated in Article 2 to organise International Competitions
- c) to organise its own International and Interclub Competitions, in compliance with the international calendar
- d) to ensure that International Leagues or any other such groups of clubs or Leagues shall not be formed without its consent and the approval of IFF
- e) at the request of IFF to grant Associations applying for membership the status of a provisional member. This status shall grant Associations the right to take part in the Confederation's competitions and General Assemblies. Any other rights and obligations of the provisional member shall be regulated by the Confederation's statutes and regulations. ~~Provisional members of the Confederation may not take part in IFF final competitions.~~
- f) to appoint to the Confederation Central Board members to which they are entitled in compliance with these Statues.
- g) to nurture relations and cooperation with IFF actively and constructively for the good of the Game through consultative meetings and to discuss and resolve any problems relating to the interest of the Confederations of IFF
- h) to ensure, that the representatives appointed to IFF bodies or the Confederation Central Board carry out their activities on these bodies with mutual respect, solidarity, recognition and fair play
- i) to set up committees that work closely together with the corresponding committees of IFF
- j) exceptionally to allow, with IFF's consent, an Association from another Confederation to participate in a Competition that it is organising
- k) with the mutual cooperation of IFF, to take any action considered necessary to develop the game of Floorball on the continent concerned, such as arranging development programmes, courses, conferences etc.
- l) to set up the bodies necessary to fulfil the duties incumbent upon it.
- m) to produce the funds necessary to fulfil its duties

23.4 The Central Board may delegate other duties or powers to the Confederations. To this end, IFF may conclude an appropriate agreement with each of the Confederations concerned.

23.5 The Confederations' statutes and regulations shall be submitted to IFF for approval.

III BODIES

ARTICLE 24 BODIES

The bodies of the IFF are:

- A) The General Assembly
- B) The Central Board (CB)
- C) The Executive Committee (ExCo)
- D) The Disciplinary and Appeal Organs
- E) The Committees
- F) The Ethics Commission (EC)
- G) The Continental Bodies (COB)
- H) The Entourage Commission (ENC)

A. THE GENERAL ASSEMBLY

ARTICLE 25 ORDINARY GENERAL ASSEMBLY

- 25.1 The General Assembly is the supreme body of the IFF. An Ordinary General Assembly shall be held, every two years, in connection to the Men's World Floorball Championships in even years.
- 25.2 The General Assembly shall be announced by the CB at latest 90 full days in advance. The summons to the General Assembly together with the agenda, the CB reports, the financial report, auditors report, budget, nominations and any motions and proposals of the National Associations shall be sent to the National Associations at latest 30 full days in advance.

ARTICLE 26 EXTRAORDINARY GENERAL ASSEMBLY

- 26.1 The CB or a 1/3 of the ordinary member Associations can claim the summoning of an Extraordinary General Assembly.
- 26.2 The Extraordinary General Assembly shall be held within 90 full days since the service of the claim. The procedure shall be equal to the one of the Ordinary General Assembly.

ARTICLE 27 NOMINATIONS, MOTIONS AND PROPOSALS

- 27.1 Candidates for election to any office in the IFF shall be nominated to the official address of the IFF at latest 60 full days in advance of the General Assembly. Only persons of an ordinary member are eligible for elections for the IFF CB
- 27.2 All proposals and motions of the member Associations shall be sent in to the official address of the IFF at latest 60 full days in advance of the General Assembly.

ARTICLE 28 AGENDA AT THE GENERAL ASSEMBLY

The functions and competence of the General Assembly are:

- a) Opening of the General Assembly
- b) Approval of present Associations and the voting roll.
- c) Election of the scrutinisers
- d) Approval of the Agenda
- e) Approval of the protocol of the last General Assembly (according to article 31 paragraph 3)
- f) Admission or expulsion of ordinary member Associations
- g) Approval of the CB reports
- h) Approval of the financial report and the auditors report
- i) Decision on freedom of responsibility for the CB
- j) Decision on membership fee
- k) Approval of the budget and working plan for the next two years
- l) Elections, for a period of four years:
 - IFF President
 - nine CB members
 - Chair of the Disciplinary Committee
 - three members and a minimum of two substitutes of the Disciplinary Committee
 - Chair of the Appeal Committee
 - three members and a minimum of two substitutes of the Appeal Committee
 - Chair of the Ethics Commission
 - two - three members of the Ethics Commission
- m) Appointment of a chartered auditor and a substitute for two years
- n) Examinations and decisions on proposals and motions of the members
- o) Approval of Regulations within the meaning of article 15 paragraph 2 littera c)
- p) Decision on all affairs being reserved for the General Assembly by the statutes or by law
- q) Modification of the statutes
- r) Appointment of honorary member
- s) Decision on the meeting place for the next General Assembly

ARTICLE 29 VOTING STATUS

- 29.1 Each member Association is allowed to participate with two persons (delegates legitimated by the National Association) at the General Assembly. A person can only represent one Association.
- 29.2 Each ordinary member Association which has fulfilled its obligation's to IFF is entitled to one vote at the General Assembly. The CB informs the voting roll and distributes it together with the documents of the General Assembly latest 30 full days before the General Assembly.

ARTICLE 30 ELECTIONS AND DECISIONS

- 30.1 Elections and decisions are voted by open ballot unless at least two of the present ordinary members apply for a secret ballot.
- 30.2 Elections and decisions shall be taken by simple majority of the present votes.
- 30.3 When the voting concerns elections, the person or those persons with the most votes shall be considered elected. In the election of the CB the candidate of each gender, who have received the most votes, are first elected and the remaining seats are filled in order of most votes

received.

30.4 IFF strives to secure a broad representation of both genders in all, of its Bodies, listed in Art. 24.

30.5. The IFF President and the members of the Central Board can only elected a total of three consecutive terms of four years, starting from the elections at the IFF General Assembly 2024. The IFF General Assembly can decide for an exception of one term.

A member of the Central Board can only be elected if they are less than 70 year of age on the date of the election.

ARTICLE 31 PROTOCOL (MINUTES)

31.1 The minutes shall be sent to the member Associations within 30 full days from when the General Assembly has been held.

31.2 The minutes is considered to be approved by the ordinary member Associations unless a substantiated objection in writing is sent to the CB of the IFF within 30 full days notice since the service.

31.3 In the case of an objection the next General Assembly decides on the approval respectively the corrigenda or the completions of the minutes.

B. THE CENTRAL BOARD

ARTICLE 32 FUNCTION

32.1 The Central Board (CB) is the executive body of IFF.

32.2 It leads the IFF and represents it externally.

ARTICLE 33 COMPOSITION

33.1 The CB shall consist of a President and ten members representing both genders. The President and nine members are elected by the General Assembly, while the tenth member is the Chair of the Athletes Commission, elected by the latter.

33.2 No more than one person from the same ordinary member Association can be elected as member of the CB, with the exception of the President or the Athletes Commission Chair. In all cases, the CB cannot be made up of more than two members from the same member Association.

33.3 The term of office for the President and members of the CB shall be four years. The retiring members and the President shall be eligible for re-election, in accordance with Art 30.5.

33.4 Vacancies during the term of office shall be co-opted by the CB upon proposal by the national

Associations in question.

ARTICLE 34 CONSTITUTION AND ORGANISATION

34.1 Within the members of the CB there shall be appointed one Vice President and a Treasurer.

34.2 The procedure within the CB, the functions and competence of the CB members shall be governed by rules of procedure and responsibility lists.

ARTICLE 35 COMPETENCE AND VOTING

35.1 The CB shall be responsible for the management and administration of the IFF and shall take decisions on all matters which does not require a General Assembly decision. The CB may delegate some of its powers.

35.2 The CB shall appoint the **Chair and members** of the committees

35.3 The CB enacts the IFF Regulations.

35.4 Each member of the CB is entitled within the limits of its particular function and in the execution of CB decisions to represent the IFF in its own power.

35.5 The CB can install working groups (WG) for specific duties with adequate competence. Also non CB members can be called into a WG.

35.6 In order to fulfil all the requirements in the administration the CB can appoint a General Secretary.

35.7 The CB shall have a quorum of six members, including the President or, in his absence, the Vice-President.

35.8 In case of a draw in a CB voting the President's vote is decisive.

C. THE EXECUTIVE COMMITTEE (ExCo)

ARTICLE 36 COMPOSITION AND COMPETENCE

36.1 The routine and urgent business of the IFF shall be dealt with by an Executive Committee (ExCo) comprised of the President, the Vice-President, the Secretary General and two additional members of the CB, the latter being proposed by the President and elected by the CB.

36.2 The ExCo shall be responsible for the preparation of matters for the CB and handling urgent questions if the CB is not in position to reconvene.

36.3 Decisions shall be taken by simple majority. In case of equality of votes, the President decides.

36.3 Members of the ExCo shall not take part in the voting on items on the agenda, which are of particular interest to their National Federation, or the Federation in which they hold a position.

If necessary, the said items shall be designated by a separate vote, in which the members in question shall not take part.

ARTICLE 37 EXCEPTION

In cases of extreme urgency, the President may take the decision alone. **The President** shall inform the ExCo of these decisions at the next meeting.

D. THE DISCIPLINARY ORGANS

ARTICLE 38 ORGANS

The disciplinary organs of IFF are:

- (a) the Jury;
- (b) the Disciplinary Committee (DC);
- (c) the Appeal Committee (AC).

ARTICLE 39 COMPOSITION

- 39.1 The Rules and Competition Committee (RACC) appoints the Jury members to each competition.
- 39.2 The General Assembly elects the members of the DC and the AC for a period of four years.
- 39.3 The General Assembly appoints the Chair of each Committee from among the members for the same period of four years.
- 39.4 At least the Chair of each Committee shall be a lawyer.

ARTICLE 40 COMPETENCE AND PROCEDURE

- 40.1 The Jury is authorised to sanction any breach of IFF regulations or guidelines during IFF competitions according to the Juridical Regulations in force.
- 40.2 The DC is authorised to sanction any breach of IFF regulations which does not come under the jurisdiction of another body according to the Juridical Regulations in force.
- 40.3 The AC is responsible for deciding appeals against any of the Jury's, DC's and CB's decisions that the IFF regulations do not declare as final or referable to another body.
- 40.4 The procedure is governed by the Juridical Regulations.

E. THE COMMITTEES

ARTICLE 41 STANDING COMMITTEES

- 42.1** The Standing Committees of IFF, appointed by the CB, are:

- Rules and Competition Committee (RACC)
- Referee's Committee (RC)
- Medical Committee (MC)
- Entourage Commission (ENC)

42.2 The Chair and the three members of the Ethics Committee are elected by the General Assembly (Art. 28 I).

42.3. The Athletes Commission members (4 female and 4 male members) are elected by the athletes of the IFF member associations every four years.

ARTICLE 42 COMPOSITION

- 42.1 Based on proposals submitted by each Committee Chair, the CB appoints the members of each Committee for a four-year term.
- 42.2 Excepted for the MC, the Committees shall, in principle, be chaired by a member of the CB. The CB may decide otherwise.
- 42.3 The CB shall determine the number of members of each Committee.

ARTICLE 43 OBLIGATIONS

- 43.1 The Chair shall represent his Committee. In consultation with the Office, the Chair of a Committee shall set the dates of meetings, be responsible for the proper conduct of business and regularly report to the CB on the Committee's work.
- 43.2 The Committees shall advise the CB. The CB may delegate certain of its duties to a Committee.
- 43.3 The Committees shall draw up guidelines for their work, which shall be approved by the CB.

ARTICLE 44 SPECIAL COMMITTEES AND FUNCTIONS

- 44.1 The CB may create Special Committees for a temporary period in order to deal with urgent and specific matters.
- 44.2 The rules governing the composition and obligations of the Standing Committees shall apply to Special Committees.
- 44.3 The CB may appoint persons to Special Functions or to perform special tasks on behalf of the IFF.

IV ADMINISTRATION

ARTICLE 45 OFFICE

The Office shall carry out all the administrative work of IFF under the direction of the Secretary General.

ARTICLE 46 SECRETARY GENERAL

46.1 The Secretary General is the chief executive of the Office and shall be appointed on the basis of an agreement governed by private law.

46.2 He shall be responsible for :

- a) implementing decisions passed by the General Assembly, the CB and the ExCo ;
- b) managing and keeping the accounts of IFF properly;
- c) compiling the minutes for the meetings of the General Assembly, the CB and the ExCo and standing and special committees;
- d) IFF's correspondence;
- e) relations with the Confederations, Members, Committees and Special Functions;
- f) organizing the Office;
- g) the appointment and dismissal of staff working in the Office ;
- h) signing decisions on behalf of any IFF committee, provided that no other ruling exists in the respective regulations.

V FINANCES

ARTICLE 47 REVENUES

The revenues of the IFF consist, amongst others, of:

- membership fees
- duties
- tolls
- sanction fees
- subventions, donations, gifts, legacies
- returns of trade and agreements

ARTICLE 48 MEMBERSHIP FEE

48.1 The membership fee consists of two parts: a basic fee and a fee based on the number of players in the National Association (sized-related fee).

48.2 An ordinary member pays an ordinary members basic fee, and the sized-related fee.
A provisional member pays a provisional members basic fee and the sized-related fee.

48.3 The amounts of the fees are settled by the General Assembly and appear in the IFF Financial Regulations.

ARTICLE 49 INDEMNITIES AND CHARGES

The indemnities and charges of any member of an IFF body or representatives of the IFF shall be governed by the IFF Financial Regulations.

ARTICLE 50 LIABILITY

The IFF is liable for its engagements exclusively and only with its own assets. It is excluded to have a recourse to the National Associations.

ARTICLE 51 EXAMINATION OF THE ACCOUNT / AUDITORS

The General Assembly shall appoint a firm of chartered accountants, one accountant and one substitute for a term of office of two years to examine the financial report of the IFF every year. The auditors' reports shall be submitted to the General Assembly.

VI DISCIPLINARY MEASURES

ARTICLE 52 DISCIPLINARY MEASURES

52.1 Sanctions are:

- a) Warning
- b) Reprimand
- c) Fine
- d) Disqualification from competitions
- e) Discharge from official position
- f) Suspension
- g) Expulsion

52.2 The Jury, the DC and the AC may impose the sanctions described in these Statutes and in the IFF Juridical Regulations on member Associations, clubs, players and officials.

52.3 In any case different sanctions can be combined.

52.4 Suspensions of National Associations are imposed by the General Assembly. In the case of emergency, the CB is empowered to impose suspension on National Associations. All Suspensions of National Associations shall become into force on the date of the decision.

52.5 Only a General Assembly or an Extraordinary General Assembly may expel a member Association, after granting it a hearing, in accordance with IFF Juridical Regulation.

52.6 The sanctions are enforced throughout the IFF and notice thereof shall be given by registered letter to the party concerned.

VII DISPUTES

ARTICLE 53 MEDIATION

- 53.1 Any dispute of international dimension arising between IFF and/or member Associations, their representatives, coaches, Teams, Referees, etc. shall be submitted to mediation in accordance with the IFF Mediation Rules.
- 53.2 If, and to the extent that, any such dispute has not been settled within 90 days of the commencement of the mediation, or if, before the expiration of the said period, either party fails to participate or continue to participate in the mediation, the dispute shall, upon the filing of a Request for Arbitration by either party, be referred to and finally settled by CAS arbitration pursuant to the Code of Sports-related Arbitration.

ARTICLE 54 ARBITRATION

- 54.1 The Court of Arbitration for Sport in Lausanne, Switzerland (CAS) shall have exclusive jurisdiction, to the exclusion of any ordinary court or any other court of arbitration, to deal with the following disputes in its capacity as an ordinary court of arbitration:
- a) disputes between IFF and associations, leagues, clubs, players or officials;
 - b) disputes of international dimension between associations, leagues, clubs, players or officials.
- 54.2 The CAS shall only intervene in its capacity as an ordinary court of arbitration if the dispute does not fall within the competence of a IFF organ.
- 54.3 Any decision made by the DC upon disciplinary matters, any decision made by the AC upon competition matters and any decision made by the CB upon any doping abuse may be submitted exclusively by way of appeal to the CAS, to the exclusion of any ordinary court or any other court of arbitration. The time limit for appeal is twenty-one full days after the reception of the decision concerning the appeal.
- 54.4 An appeal before the CAS may only be brought after IFF's internal procedures and remedies have been exhausted.
- 54.5 The CAS is not competent to deal with:
- a) matters related to the application of a purely sporting rule, such as the Rules of the game or the technical modalities of a competition;
 - b) decisions through which a natural person is suspended for a period of up to two matches or up to one month;
 - c) awards issued by an independent and impartial court of arbitration in a dispute of national dimension arising from the application of the statutes or regulations of an association.
- 54.6 The CAS will resolve the dispute definitively in accordance with the Code of sports-related arbitration.

VIII MISCELLANEOUS

ARTICLE 55 GOVERNING LAW, LEGAL FORUM AND POWER OF ATTORNEY

55.1 These Statutes shall be governed in all respects by Swiss law.

55.2 The legal forum shall be the legal seat of IFF.

55.3 Power of Attorney is given as follows:

- The President has the right to sign in the name of the IFF single-handedly

- The secretary general has the right to sign in the name of the IFF single-handedly in any issue of the daily business or together in combination with the president, vice president or the treasurer.

- The Vice President and the Treasurer has the right to sign in the name of the IFF always two persons together in any possible combination with either the president or the secretary general.

ARTICLE 56 OFFICIAL LANGUAGE

The official language of the IFF is English. Each National Association shall be responsible for its own translation.

ARTICLE 57 MODIFICATION OF THE STATUTES

The modification of the IFF Statutes shall become effective by the decision of a 2/3 majority of votes present at the General Assembly.

ARTICLE 58 DISSOLUTION OF THE IFF

58.1 The dissolution of the IFF shall become effective only by a 3/4 majority of all official member Associations.

58.2 The dissolution must be repeated and granted by an extraordinary Dissolution Congress not later than six month after the first dissolution decision.

58.3 In the case of dissolution all financial claims have to be settled by a special Liquidation Committee (LC) elected by the dissolution General Assembly. The delegates of the Dissolution General Assembly shall decide about the use of the balance.

IX CONCLUDING CLAUSES

ARTICLE 59 ENACTING CLAUSE

These statutes were adopted by the IFF General Assembly in Riga, in Latvia on December 10th, 2016. They supersede those dated 8th of December 2012 and come into force immediately.

ARTICLE 60 TRANSITIONAL REGULATIONS

60.1 Facts that have accrued in advance of the enacting of these Statutes shall be judged/interpreted in accordance to the former Regulations.

60.2 Any decisions of the IFF Bodies shall stay to be effective as far as they are not contradictory to these Statutes.

I hereby confirm that these are the valid IFF Statutes, which has been approved by the IFF General Assembly on the 8th of December, 2018.

John Liljelund
Secretary General
International Floorball Federation

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IFF ANNUAL REPORT 2017-2018



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1. Introduction

The two-year period has been dominated foremost by the preparation for The World Games (TWG) 2017 in Wroclaw, Poland in July 2017 and, secondly, with the evaluation of the success Floorball had in conjunction with the event, both on and off the field. The potential threats we had faced prior to TWG, in relation to fewer players and a shorter playing time, proved to be negligible. The tournament was, without doubt, a huge success and one of the highest-class national team Floorball events ever played, and the stakeholders from players, coaches, and referees, to media and the spectators, all found the format to be very good. The cooperation between the participating national associations, the Polish Floorball Federation, the IFF and the TWG organisers was the key to success.



As part of the evaluation process, the IFF Association Meeting held in December 2017, proposed that this format should be used in the IFF Championships. This fostered a process which has now led to a proposal to change the structure and playing system for the IFF major events, which will be presented to the IFF General Assembly 2018. The ultimate proof of the success in Wroclaw is that Floorball will be on the program of The Birmingham World Games 2021 with an increased participation of 8 men's teams.

At the same time, IFF has started the preparations for the other major international multi-sports event we are part of, the International Masters Games Associations (IMGA) European Masters Game 2019 in Torino, Italy. The SportAccord/GAISF Urban Games suddenly re-appeared on the radar during the SportAccord Convention 2018 in Bangkok, Thailand and IFF has applied to be included in this event, however, it is still unclear when or if they will be organised.

From a strategical point of view, IFF has now fulfilled the targeted objectives set in the IFF Strategy for 2009 – 2020, even if we will not have participated in the Olympic Games or the Youth Olympic Games (YOG) until 2020. IFF made a proposal to the Buenos Aires YOG 2018 Organising Committee for the inclusion of Urban Floorball, but after having been considered a possibility for some time, in the end we were not included in the program of the Urban Park.

IFF has continued to work with the three main pillars for the fields of activity, defined already in 2004 as the basis for our operations. These are: i) the increased awareness and visibility of the sport; ii) increased political visibility, awareness and lobbying of the sport; and iii) securing of an increased marketing revenue. Of the three activities, success has been achieved in all but the last, with no marketing revenue being achieved. The newly adopted sales process, introduced by the IFF Sales Coordinator in 2018, and the use of research results, will help to find new sponsors, and IFF has been able to secure marketing agreements with the Material, Floor and Rink provider for the period 2019 – 2022.

The focus within the international sports community has continued to look on the questions of Good Governance and Anti-Doping questions. IFF has continued to work actively in these fields and implemented several Good Governance documents to steer the activities of the IFF. IFF is represented in the Council of the Association of IOC Recognised International Federation – ARISF, with the IFF Secretary General being elected for the period 2017-2021.

The number of member associations have continued to grow with five new members in the last

period. There is strong growth in Asia, Africa and South America, where more countries are on the way in. There are today some 85 – 90 countries where Floorball is being played and a total of 15-20 countries which are in the process of being able to apply for membership in the next two to four years. There has also been a focus on closing the gap between the member associations to bring the countries closer together, rather than to just increase the number of member countries, so we need to secure that the organisations joining IFF are active and well organised.

At the same time, there has been a substantial development within Special Olympics International with their Floorball Programs, which resulted in Floorball being the biggest sport of the SOI Winter World Games in Graz in March 2017.

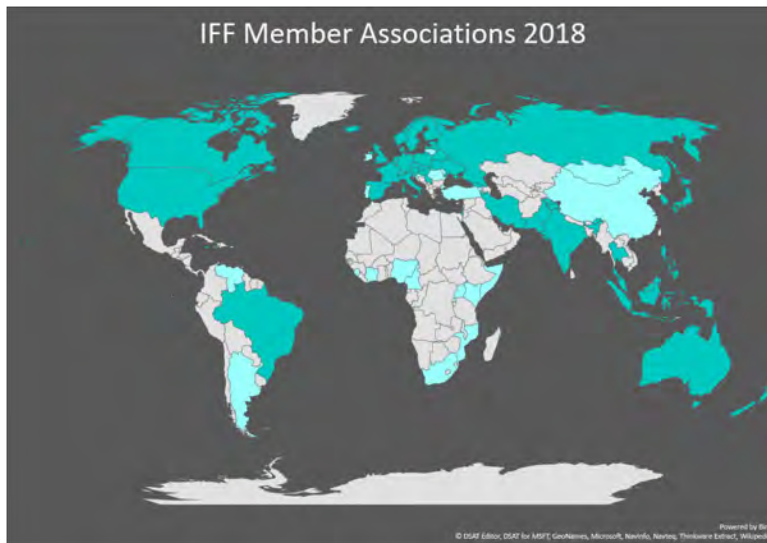
The strengthening of the member associations has now moved from the Each One – Teach One (EOTO) project to the implementation of the IFF license System 2.0 for Participation in Major Events and the introduction of the tier system. The implementation of the IFF Licence System, and the questionnaire to define the development status and which tier the associations belong to, was conducted in the end of 2018. Based on this, the IFF CB will build a new action program for the development of members to close the gap and enhance the IFF member services. The outcomes of the EOTO project will be reported at the General Assembly 2018.

From a competition point of view, the number of IFF Events has increased to a total of 15-16 annually, with the new Africa Floorball Cup played for the first time with five teams in Abidjan, Cote D'ivoire in September 2018. The main competition development issue has been the preparation of the new WFC playing system and the new Final Four system of the Champions Cup starting from January 2019, in Gävle, Sweden. There has been several issues to find organisers for the EuroFloorball Cup and the EuroFloorball Challenge. The process for building a new combined format of the European Club Competitions is being run by the Champions Cup Steering Group and the proposal shall be ready by the end of the year 2019.

In the field of communication, IFF has built a new responsive webpage, with microsites for the IFF major events, with the first phase being launched in October 2018. The final phase, which includes the integration of the IFF statistics system is planned to be launched in December 2018. The new site uses the GAISF-supported .sport domain – www.floorball.sport.

2. IFF Member Associations

IFF today consists of 69 Member Associations of which 44 are ordinary members and 25 provisional members. During the period, the number of Member Associations has increased from 64 to 69.



The ordinary Members Associations are: Australia, Austria, Belarus, Belgium, Brazil, Canada, Czech Republic, Denmark, Estonia, Finland, France, Georgia, Germany, Great Britain, Hungary, Iceland, India, Indonesia, Iran, Israel, Italy, Jamaica, Japan, Korea, Latvia, Liechtenstein, Malaysia, the Netherlands, New Zealand, Norway, Pakistan, the Philippines, Poland, Russia, Serbia, Singapore, Slovakia, Slovenia, Spain, Sweden, Switzerland, Thailand, Ukraine and USA. The number of ordinary members has increased from 43 to 44.

The provisional Member Associations are: Argentina, Armenia, Cameroon, China, Cote d'Ivoire, Croatia, Haiti, Hong Kong, Ireland, Kenya, Lithuania, Malta, Moldova, Mongolia, Mozambique, Nigeria, Portugal, Romania, Rwanda, Sierra Leone, Somalia, South Africa, Turkey, Uganda and Venezuela. According to the Statutes of IFF, for provisional members, membership shall only initially be granted for a period of four years, after which the membership status of the country in question shall be subject for revision by the IFF CB, based on the activity of the member Association.

The CB has taken a number of activities to increase the number of members and continued with projects to find new countries and to include new countries, mainly outside of Europe, as has been a condition set by the IOC.

2.1 AOFC

The Asia and Oceania Floorball Confederation (AOFC) was founded by the Asia and Oceania Member Federations of the International Floorball Federation in 2005. The AOFC General Assembly was held in connection to the AOFC Cup in Singapore in July 2018, setting the direction and guidelines for the development of floorball in the region. The AOFC introduced the AOFC Cup in 2017 (for men) and 2018 (for women) to help strengthen the level of the sport in the region.

The AOFC consists today of IFF members: Australia, China, Hong Kong, Japan, India, Iran, Indonesia, Korea, Malaysia, Mongolia,



New Zealand, Pakistan, the Philippines, Singapore and Thailand. The office of the confederation is situated in Bangkok, Thailand. During 2018, the AOFC launched their own website: <https://www.asiaoceaniafloorballconfederation.org/>

The AOFC Central Board for 2016-2017 was elected in the 2016 AOFC General Assembly:

President:	Mr. Dato'Seri Chaiyapak Siriwat, Thailand
Senior Vice President:	Mr. Stephen King, Australia
Vice Presidents:	Mr. Atul Gupta (India) & Mr Tsutomu Watanabe, Japan
Secretary General:	Mr. Christian Bertschinger, New Zealand
Treasurer:	Mr. Geum Sung Kang, Korea
West Asia Envoy:	Mr. Ramezenali Davalo, Iran
Member:	Mr Takanobu Yoshino, Japan
Member:	Mr. Hwang Joo Kim, Korea
Member:	Mr. Kenneth Ho, Singapore
Member:	Mr. Harinder Kumar, India
Member:	Mr. Raymond Nangoy, Indonesia
Member:	Mr. Jason Cowland, Australia
Member:	Mr. Mohd Hafidz bin Zainalabidin, Malaysia

After the changes made during the AOFC General Assembly the AOFC has an Executive Committee and Central Board for 2018 – 2020:

Executive Committee:

President	Dato Seri Chaiyapak Siriwat, Thailand
Senior Vice President	Mr. Stephen King, Australia
Vice President	Mr. Atul Gupta, India
Vice President	Adm. Graivut Vattanatham, Thailand
Vice President	Ms. Diana Zhang, China
Secretary General	Mr. Christian Bertschinger, New Zealand
Dep. Secretary General	Mr. Kenneth Ho, Singapore
Dep. Secretary General	Ms. Penthai Siriwat, Thailand
West Asia Envoy	Mr. Ramezanali Davalo, Iran
Treasurer	Mr. Kim Se Woong, Korea

Central Board Members

Member	Mr. Jason Cowland, Australia
Member	Mr. Harinder Kumar, India
Member	Mr. Raymond Nangoy, Indonesia
Member	Mr. Soichi Kato, Japan
Member	Mr. Hwang Joo Kim, Korea
Member	Mr. Mohd Hafidz bin Zainalabidin, Malaysia
Member	Sheikh Huhammmad Junaid, Pakistan
Member	Mr. Ralph Ramos, Philippines
Member	Mr. Sharil Ismail, Singapore
Member	To be nominated Hong Kong Member
Member	To be nominated China Member
Advisor	Mr. Mark Aeron Sambar, Philippines
Advisor	Mr. Jason Choo, Thailand

3. The IFF Central Board (CB)

The CB elected for four years, in accordance with the new IFF Statutes, by the IFF General Assembly held in Riga, Latvia in December 2016 has had the following composition:

Mr. Tomas Eriksson, Sweden, President
Mr. Filip Suman, Czech Republic, Vice President,
Ms. Monica Birdal (prv. Bakke), Norway, Treasurer
Mr. Jörg Beer, Switzerland, Member
Mr. Stephen King, Australia, Member (AOFC Senior Vice President)
Mr. Martin Klabere (prv. Wolmhed), Sweden, Member
Mr. Carlos Lopez, Spain, Member
Mr. Kimmo Nurminen, Finland, Member
Mr. Thorbjørn Ovedal, Denmark, Member
Ms. Lidwien Reehuis, the Netherlands, (Athletes Commission Chair)
Mr. Ron Spence, Canada, Member

There have altogether been 11 CB meetings between the General Assemblies, held as follows:

Riga, Latvia	09.12.2016
Per capsulam	23.01.2017
Madrid, Spain	09.04.2017
Wroclaw, Poland	28.07.2017
Espoo, Finland	17.09.2017
Bratislava, Slovakia	07.12.2017
Amsterdam, the Netherlands	11.03.2018
Zurich, Switzerland	03.06.2018
Espoo, Finland	02.09.2018
Prague, Czech Republic	28.10.2018
Prague, Czech Republic	07.12.2018 (scheduled)

The CB has continued to build its work by running specific working sessions during the first day of the two-day CB meeting to discuss, analyse and prepare more strategic questions, before the actual CB meeting itself on the second day. This has proven to be very efficient and has developed the work of the CB. Further it has given the CB the possibility to dig deeper into a number of topics. In the same way the IFF CB has restructured its work, by forming three Ad hoc groups for Development & Equality, Lobbying and Marketing.



The most important decisions from the IFF CB meetings are published in an IFF Newsletter, right after the meetings are held and the CB protocols with the enclosures are also published on the IFF website after acceptance by the IFF CB.

3.1 Main Fields of focus

The CB has, in accordance with the initial policy decision made in 2004, continued to stress the three different pillars of the IFF activity. Firstly, in the field of the international lobby work with the aim now to achieve the acceptance of floorball globally and to secure the participation in International Multi-Sports events. During 2017 a lot of focus has been given to the Wroclaw World Games 2017, which is the Olympics for Floorball. Floorball has also been accepted as an

official sport for the International Masters Games Associations European Masters Games in Torino 2019. As a part of this the aim has been to profile the IFF in the International Sports Community as a strong player. Secondly, is the work that has been done with the issue of Marketing in order to strengthen the financial and market situation of the IFF and also, make the sport more suitable for television, and at the same time strengthen the brand of Floorball. The third main focus has been on the development of the IFF member associations, where IFF has agreed the IFF License system for participation in Major Events 2.0 at the IFF General Assembly 2016.

3.2 Appointments

The following persons have been appointed by the IFF CB (more information under 20. IFF Office):

Ms. Sarah Mitchell, Event Manager July 2017 (change of job title)

Mr. Veli Halonen, Operations Manager, July 2018 (change of job title)

Mr. Tero Kalsta, Sales Coordinator, January 2018 (new appointment)

Ms. Merita Bruun, Communication and Anti-Doping Manager, August 2018 (return from maternity/study leave)

Ms. Mari Myllärinen Information Coordinator, September 2018 (new appointment)

3.3 New Committees

The CB has elected an IFF Entourage Committee, but the objectives of the committee are still to be determined, in consultation with the IOC and GAISF.

3.4 IOC 50 Road Map

The process and the system for inclusion of Additional Events for the Olympic Games in Paris 2024 and Los Angeles 2028 has been changed from the system for Tokyo 2020, where all IOC Recognised IF's were able to apply for inclusion. Now the IOC is steering the process, so that the OGOC are making a proposal of what seems to be 2-3 Additional Events. This severely diminishes the possibilities for Floorball to participate in the Olympic Games for the editions 2024 and 2028. Therefore, the IFF's focus has changed to working on securing the participation of Floorball in the Sport Initiation Program/SportLabs at the Olympic Games or the Youth Olympic Games in 2022 in Senegal.

Based on earlier decisions, IFF has continued the cooperation with the company AdviSport to ensure that IFF is ready for the application processes in the coming years, based on the present requirements. As a part of the project to fulfil the IOC requirements, the CB has prepared and approved the following documents:

- IFF Ethics Policy
- IFF Guidelines for Prevention of Sexual Harassment
- IFF Sexual Harassment Policy Statement

Presently, the main challenge for IFF is in the field of the universality of the sport, especially outside Europe. The IFF has worked on this issue and have maintained contact with around 20-25 countries in Africa, the Americas, and Asia and Oceania, out of which Croatia, Kenya, Nigeria, Rwanda and Venezuela have been approved as new IFF member associations during the period.

The IFF has been in close contact to the IOC Sports Department, following-up on the development work already done in relation to the requirements set for International Federations to seek participation in the Olympic Games and International and Regional Multi-Sport Games

3.5. Lobby work

The IFF CB has stressed the need to raise the awareness of the importance of lobbying to the decision makers on a national and international level within the Floorball Community. IFF representatives have been accepted, and meetings have been held with the most senior sports hierarchy and organisations during the period, showing that we have reached the stage of acceptance in the international sports family.

The IFF Secretary General has been elected as a member of the council for the Association of IOC Recognised International Sport Federations (ARISF) for the period 2017-2021.

The work with gathering a group of Floorball Ambassadors, with the aim of having a set number of Floorball Ambassadors in 2017 has not happened and will have to continue after the General Assembly 2018.

3.6. Associations' Meeting 2017

The IFF Associations' Meeting took place during the women's WFC 2017 in Bratislava in Slovakia from the 8th to 9th of December 2017 and there were some 40 IFF Member Associations present. The first AM took place in St.Gallen during the women's WFC 2011 and the AM replaced the previous IFF President's and Secretary General's meeting.

The AM is a two days planning and developing meeting, where the IFF member associations can discuss with each other and with the IFF Central Board members and with the IFF office representatives.

In the Associations' Meeting 2017 the main topics were related to the Future of Floorball and how we all could develop Floorball to be even more interesting towards all the stakeholders, such as players, teams, national federations, media etc.

The two-day meeting consisted several group work topics and it was quite clear that the majority of the participants were in favor for changes in the competitions. Almost all member associations present, thought that the idea of reducing the playing time and the number of players in the teams would be the next step in the development of Floorball. The experiences at that time from the shorter playing time and smaller number of players was based on the playing system in the World Games 2017, which according to the participants would lift Floorball to new level in the future.

Another wish from the participating member associations was to increase the number of the teams in the WFCs in the future and the preferred number of teams in the adults' WFCs is 20 teams instead of the present 16 teams. This way, together with the shorter playing time it would also be possible to play the WFCs in nine days as they are played at the present time with 16 teams.

The IFF Central Board informed in the end of the meeting that the IFF RACC will investigate the proposals for changes based on the proposals by the majority of the IFF member Associations present and eventually come up with a proposal to the IFF Central Board to be taken to the IFF General Assembly regarding the future of Floorball.

4. IFF Executive Committee (ExCo)

The composition of the ExCo has been:

Mr. Tomas Eriksson, President & Chair

Mr. Filip Suman, Vice President

Mr. Stephen King, AOFC Senior Vice President

Ms. Monica Birdal (nee Bakke), Treasurer

Mr. John Liljelund, Secretary General

The ExCo has worked mostly with the international affairs and the cooperation with other sports authorities, also handling urgent daily business. The ExCo has worked with a number of other projects in connection to the EOTO project, the multi-sport games and the IOC Road Map.

The IFF ExCo has had one meeting during the period

Skype 07.03.2017

The work of the ExCo has mainly been handled by the President and the secretary general in 2018.

4.1 Contacts to International Sport Federations

International Olympic Committee (IOC)

The IFF has held a number of meetings with the IOC Sports Department discussing the development of the sport and the way for IFF to move forward.

IFF applied for, and was granted, the revised IOC support for development projects and anti-doping education on a yearly basis as an ARISF member. IFF has provided all needed information to the IOC in a number of questionnaires regarding Women and Sport, Sport for All and matters related to Integrity in Sport and Sustainability.

IFF President Tomas Eriksson attended the 2018 Olympic Games in PyeongChang, Korea meeting a number of IOC members, IF representatives and IOC Administration. The IFF Vice President Mr. Filip Suman participated in the ANOC Congress organised in Prague, Czech Republic in his capacity of Czech NOC vice president, while the IFF secretary general participated in the Olympism in Action Forum, in Buenos Aires, Argentina in connection to the Youth Olympic Games in October 2018.

The IFF has applied and received the IOC Patronage for the Men's World Floorball Championships 2018. The IFF has during the period also started the process of introducing the Urban Floorball 3v3 concept to the IOC, in order to show that we have a Sport for All component in our portfolio.

Global Association of International Sports Federations (GAISF) / SportAccord



The IFF has actively taken part in the SportAccord Convention and General Assemblies organised in Aarhus, Denmark 2017 and Bangkok, Thailand 2018 and has held meetings with the new SportAccord President Mr. Patrick Baumann. IFF has conveyed its condolences to the family and friends of the deceased GAISF President Mr. Patrick Baumann, after this unexpected death during the Buenos Aires Youth Olympic Games 2018. The SportAccord has

been re-activated after the signing of the IOC-GAISF Memorandum of Understanding in 2017. During the SportAccord Convention, IFF made a presentation of the IFF Injury Study which was

very well-received and, based on the Health Accord, an article was published in the digital Medicine Journal.

IFF has actively used the services of SportAccord provided to its members and, with their assistance has continued to work with two IFF YouTube channels via the SportsHub, which is a web portal for live images of a number of sports. The channels are used for live-streaming IFF Events as well as building a library of floorball videos accessible by all. IFF has continued the monetisation of the YouTube channels, however, the revenue from this is minimal.

The GAISF has started the preparations of a new version of the Urban Games. A meeting was held during the SportAccord 2018 and after that the twenty invited IF's have had a chance to apply for participation as either an ordinary or demonstration sport. IFF handed in their application in June 2018, but there has been no response from the GAISF yet, and no new information about when, or if, the event will be held.

Additionally, IFF has participated in the Policy Advisory Board for the .sport domain, which GAISF is seeking on behalf of the international sports community and launched the .sport domain in October 2018.

IFF has also participated actively at the SportAccord IF Forum, where IFF has been asked to make presentations on the WFC 2015 Eco Compass process and Youth Activation programs.

Association of IOC Recognised International Sport Federations (ARISF)



Association of IOC Recognised International Sports Federations

IFF has taken part in the activities of the ARISF and participated in the ARISF General Assemblies in 2017 and 2018. The ARISF Development support has, for 2018, been included in the IOC development support.

In his position on the ARISF Council, the IFF Secretary General has taken an active role to start the discussions of how ARISF could better serve the interests of its members in the future

International University Sports Federation (FISU)



IFF has continued the discussions with FISU officials about the possibilities to include Floorball in the Universiade. The issue is that the sport needs to be included as a demonstration sport for three consecutive Universiades, while at the same time be on the World University Championships, before it can be included as an ordinary sport. The situation doesn't seem to be very positive for the IFF at the moment.

The new version of the collaboration convention with FISU concerning the continued cooperation between IFF and FISU in the fields of University Sports and securing the continuation of Floorball in the World University Championships was used for the first time during the 8th edition of the WUC in Lodz, Poland, with 7 men's teams and 6 women's teams. The next championships will be held in Koper, Slovenia in 2020.

International Masters Games Association (IMGA)



The preparations for the European Masters Games have started for Torino, Italy, 2019, when Floorball will be on the program for the first time. IFF has started the cooperation with the Italian association and the preparations are ongoing.

International School Sports Federation (ISF)

There has been no ISF Championships played during the period and no contact with the IFF.

International World Games Association (IWGA)



IFF participated in The World Games 2017, with six men's teams in the WKK Arena, which we shared with Korfball. Together with the Polish Floorball Federation the IFF worked closely with TWG organising committee and delivered a very successful event. IFF ran an extensive social media campaign both before and during TWG and reached great results with it.

IFF applied and was given a place for the Birmingham TWG 2021 with eight Men's teams and a five-day tournament. IFF has participated in the 1st Competition managers meeting for Birmingham. For the 2017 event, the IFF prepared a World Games Activation Plan which outlined the tasks for the IFF, the Polish Federation and all the IFF member federations. A similar plan will be created for the 2021 event.

World Anti-Doping Agency (WADA)



The IFF has, during the period, actively worked with the implementation of the new WADA Code 2015, to receive the full WADA Code compliance. WADA set a list of actions IFF needed to address and the work on these was completed during the latter part of 2018.

IFF has actively taken part in the WADA's Anti-doping work and commented upon the proposals for the new WADA Code and International Standards. The IFF has also participated in the IF's WADA symposiums organised in Lausanne in 2017 and 2018. During the maternity and study leave of Ms Merita Bruun, the IFF Anti-Doping work was conducted by Ms. Anna Jacobson and Ms Minna Nurminen.

IFF has continued running the Say No! to Doping campaigns in the IFF major events, and in line with the changed WADA requirements IFF conducted an Athlete's Outreach during the Women's WFC 2017. This was only directed to the countries which had not participated earlier or had not conducted their own anti-doping education with their NADO. IFF has run the Outreach also in the U19 WFC's in 2017 and 2018.



4.2. IFF Ethics Commission (ETC)

The IFF Ethics Commission (ETC) was elected by the IFF General Assembly in Riga, Latvia with the following members:

Mr. Poul-Erik Höyer, Denmark (re-election) , Chair
Ms. Carol Roberts, Canada (re-election), Member
Ms. Sylvia Shenk, Germany (re-election), Member

The ETC held its yearly meeting in connection to the Adult WFC to discuss the matters of Good Governance, IFF Ethics Policy and Guidelines for Prevention of Sexual Harassment and Competition Manipulation. The ETC has made an IFF Ethics Complaint form to be used in all Ethics related complaints directed to the IFF.

The ETC is now preparing a guideline for the Ethics Commission work, which will be presented to the IFF CB by the end of 2018. The ETC has also made some proposals for the IFF Statutes to be approved in the General Assembly 2018 in Prague, Czech Republic.

The ETC has had two cases that it considered during the period, and in both of these they concluded that the case was not for the Ethics Commission to deal with.

5. IFF Appeal Committee (AC)

The composition of the Appeal Committee (AC) has been:

Ms. Märit Bergendahl, Sweden (new), Chair
Mr. Tom Hedkrok, Finland (re-election), Member
Mr. Kim-Alexander Hofgaard Jorstad, Norway (new), Member
Mr. Giorgio Rambaldi, Italy (new), Member

Ms. Aiga Staltmane - Veksa, Latvia, (re-election), Substitute member
Ms. Cui Linna, China (new), Substitute member
Mr. Saqib Niaz, Pakistan (new), Substitute member

Office responsibility: John Liljelund, Secretary General

The Appeal Committee has not had any cases to deal with during the period.

6. IFF Disciplinary Committee (DC)

The composition of the DC has been:

Mr. Ismo Haaponiemi, Finland, (re-election), Chairman
Ms. Linda Noppa, Sweden, (re-election) Member
Mr. Tomas Brezina, Czech Republic, (new) Member
Mr. Daniel Buri, Switzerland (re-election), Member

Ms. Zhang Jing, China (new), Substitute member
Mr. Marcel Wadja, Cote d'Ivoire (new), Substitute member
Mr. Artis Krauklis, Latvia, (re-election) Substitute member
Mr. Saleem Ahmad, Pakistan (new) Substitute member
Mr. Petr Vrba, Slovakia (new), Substitute member

Office responsibility: John Liljelund

The Disciplinary Committee has not had any cases to deal with during the period,

7. IFF Rules- and Competition Committee (RACC)

The composition of the RACC has been:

Mr. Martin Klabere, Sweden, Chairman
Mr. Ari Vehniäinen, Finland, Vice-Chairman
Mr. Teo Turay, Slovakia, Member
Ms. Meelike Terasmaa, Estonia, Member
Mr. Hwang Joo Kim, Korea, Member
Mr. Jan Jirovsky, Czech Republic, Member
Mr. Beat Wullschleger, Switzerland, Member
Mr. Stefan Erkelenz, Germany, Member
Mr. Roman Lozynsky, Ukraine, Member
Mr. Tomas Sladky, Czech Republic, Athletes' Commission Representative
Ms. Agata Plechan, Poland, Athletes' Commission Representative

RACC Jury persons: Mr. Andris Dzenis (Latvia), Ms Zane Klabere (Latvia), Mr. Tamuz Hidir (Ukraine), Ms. Victoria Wikström (Sweden), Mr. Victor de Bruin (Netherlands), Mr. Ramezanali Davalo (Iran), Mr. Rainer Martiskin (Australia), Lobe Priso Charly Olivier (Cameroon), Mr. Yuan Yong (China), Lubomir Klosek (Slovakia), Jens Orhoj (Denmark) and Bogdan Zajdzinski (Poland).

Office responsibility: Mr. Stefan Kratz and Ms. Sarah Mitchell

The main tasks during the period have been to work with the development of the IFF competitions, the Game Rules Edition 2018 and updating regulations.

Other tasks for the RACC has been to follow up on International Transfers, Competition Regulations, Regulations for Friendly Internationals, preparation work for coming IFF events including technical inspections, the introduction of guidelines for using video for goal review, and implementing the changes of the Game Rules, with the new 2018 edition of the Game Rules which came into force the 1st of July 2018.

The RACC has prepared the proposed changes of the World Floorball Championships format, based on a Future of Floorball questionnaire and the term for the U19 World Floorball

Championships to decide upon in the end of the year. RACC is also making a statement for the EFT countries proposal for introducing a EuroFloorball Championships from 2023 to the IFF General Assembly.

7.1 International Competition Calendar

In the Adult WFC events all registered teams, apart from the organising country, are still required to participate in regional qualification tournaments. This was first introduced for the Men's WFC 2014 qualifications held in January/February and has continued in 2017 for the Women's and 2018 for the Men's WFC. For U19 WFC events, regional qualifications have been held for the Men's U19 and for the first time ever also for the Women's U19.

The EuroFloorball Cup continued in 2017 but in 2018 the only interested organiser was Russia and due to WADA restrictions on awarding events to Russia at that time we could not accept them as organiser. The EuroFloorball Challenge was played for Men in Trencin, Slovakia in 2017 and for both Men and Women in Madrid, Spain in 2018.

The Champions Cup continued in 2017 with the structure where the tournament was played Friday-Sunday with 6 Men's and 6 Women's teams, including the winners of the previous year's EFC.

The internationals weekends were amended during the period, with the addition of a new weekend in October (3rd weekend) and the moving of the November internationals from the first to the second weekend.

During 2017 it was decided that the Champions Cup from 2019 should be played as a final4 event with the top4 ranked teams only but that a new system with home and away matches shall be worked out.

During the period the RACC has been the Jury in the following IFF Competitions:

Men's WFC - December 2016 - Latvia

Women's WFC Qualifications - January/February 2017 - Canada, New Zealand, Italy, Spain

Men's U19 WFC - May 2017 - Sweden

The World Games - July 2017 - Poland

EuroFloorball Challenge - August 2017 - Slovakia

Champions Cup - October 2017 - Finland

EuroFloorball Cup - October 2017 - Latvia

Women's WFC - December 2017 - Slovakia

Men's WFC Qualifications - January/February 2018 - Estonia, Slovakia, Latvia, Korea, Canada

Women's U19 WFC - May 2018 - Switzerland

World University Championships - June 2018 - Poland

EuroFloorball Challenge - August 2018 - Spain

Men's U19 WFC 2019 Qualifications - September 2018 - Italy, Russia, New Zealand

7.2 World Floorball Championships

The Adult WFC is played with 16 teams which are divided into 4 groups based on ranking, with the teams ranked 1-4 & 5-8 are balloted to groups A & B and teams ranked 9-12 & 13-16 to group C & D. In addition, there is a first play-off round, giving more teams the possibility to play in the quarter finals.



Since 2014 the regional qualification system where all teams, apart from the organiser, must participate in regional tournaments to qualify for the Final Round. The quota for the participating teams by continent is based on the number of registered teams, using a deviation factor of 16 equalling the number of participating teams, and thereby determining the continental quota.

7.3. Game Rules

IFF has changed the Game Rules in accordance with a four-year cycle, where the new edition of the Game Rules came into force from the 1st of July 2018. The IFF Rule Group, headed by Mr. Martin Klabere started its work in 2016, asking the member associations and other stakeholders, including the Athletes' Commission members, for proposals to change the existing game rules. The Rules Group received a total of 150 proposals.

The updated rules included changes to the taking of penalty shots; the awarding of bench penalties in conjunction with penalty shots; playing the ball with the head; and the taking of face-offs.

7.4. Champions Cup

The 2nd phase of the Champions Cup was concluded with the tournaments in 2017 in Seinäjoki, Finland, as a three-day tournament, with quarter finals, semi-finals and Finals.

In 2018 there was no Champions Cup played, as it will be played in January 2019 in Gävle, Sweden with a new 3rd phase tournament as a Finaf4 Event, with just the Champions of the Top 4 ranked teams for Men and Women. "

During 2018 the Champions Cup Steering Group has worked on a new concept for a generic European Club competition which will combine the EFC and EFCh in the same process. The proposal will be ready by the end of the year.

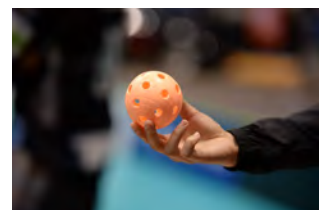


7.5. IFF materials in the competitions

IFF is delivering flooring, rinks, balls and goals to IFF major events – World Floorball Championships (adult & U19), Champions Cup and EFC. The transportation is arranged so that the organisers of the events have secured storage facilities and the materials are delivered from one competition to another in order to save unnecessary transportation costs.

From 2017 on, the IFF has also offered the possibility for the IFF member associations, who organise smaller IFF events, to use the IFF floors, rinks and goals without any charge. They only need to cover the transport costs.

IFF flooring was also used in March 2017 in Special Olympics Winter Games in Graz in Austria.



7.6. IFF Event Management Tool

IFF, with Finnish company OnlineDynamics, has built an interactive web-based Event Management Tool, called Eventello. This is used for the bid process and the management of the main event preparations. The first module for the bid process and the evaluation of this has been used to decide the WFC 2018, 2019 and 2020 organisers.

The Event Management tool was tested for the Women's WFC 2015, but at that time the first version was too vast and too heavy to use it efficiently, but the updates for WFC 2016 already worked much better. After WFC 2016, the structure of the tasks was updated and for WFC 2018 Eventello has been in full scale use and has been used actively both by the LOC and the IFF office. Eventello is already in use for the Men's U19 WFC 2019 in Canada as well as the Women's WFC 2019 to be played in Neuchatel in Switzerland.

Eventello has turned out to be a good way to communicate and also to follow up the progress of organising the event and to have all the materials and documents in one place. Both the LOC and IFF office can check the status of the event very easily, and as well the LOC can add their own additional tasks to the system.

8. IFF Referee Committee (RC)

The composition of the Referee Committee (RC) has been:

Mr. Carlos Lopez, Spain, Chair (October 2018-)
Mr. Johan Råsbrink, Sweden, Chair (January 2017-December 2017)
Mr. Lukas Gyger, Switzerland, Vice-chair
Mr. Peter Harris, Australia, Member
Mr. Radek Hora, Czech Republic, Member
Mr. Klaus Koskela, Finland Member(January 2017-May 2017)
Mr. Mika Saastamoinen, Finland, Member (June 2017-)
Mr. Peter Zamecknik, Slovakia, Member
Mr. Ola Hamberg, Sweden, Member (September 2018-

IFF Responsibility: Mr. Veli Halonen



Mr. Johan Råsbrink was nominated as the chair of the RC by the IFF CB in January 2017. He resigned in December 2017 due to personal reasons and from December 2017 to October 2018 the seat was empty. During this time the committee was led by vice chair Mr. Lukas Gyger. The IFF Central Board nominated Mr. Carlos Lopez as the IFF RC Chair in its meeting in October 2018. At the same time, Mr Ola Hamberg, was confirmed as the Swedish representative replacement in the RC.

A long time RC member and former chair, Mr. Klaus Koskela (FIN) passed away in May 2017 due to a severe illness. The Finnish Floorball Federation proposed to replace him with Mr. Mika Saastamoinen and the IFF CB decided to nominate him to become a RC member in June 2017.

The RC has been involved in appointing referees to all IFF events and friendly Internationals, and to observe and educate the international referees during these events. The IFF RC launched a project called “The IFF Way of Refereeing Playbook” in December 2016. The main purpose of the project was to start the general development to unify the rule interpretations and referee procedures in all IFF member associations.



The first edition of the Playbook was launched in March 2017 and the updated edition 2.0 was published in April 2018. The Playbook edition 2.0 also included rule interpretations to the Rules of the Game edition 2018, which were built in co-operation with the IFF RACC, and was partly supported by the IOC. To conclude the project, a two-day seminar for all the IFF referee observers took place at the beginning of December of 2018 in Prague, in conjunction with the Men's WFC. The IFF Way of Refereeing Playbook is a living document and will be updated on an annual basis by a steering group, as and when is needed.



The RC started a referee development group in the beginning of 2011 and from that group the RC has been able to promote more than 20 new referee pairs to the IFF ordinary referee group. The development group is a cost-efficient way to educate the referees from new IFF member associations, whereby the IFF provides the observations and education and the national associations have covered other costs.

If there are no qualified referee observers in the IFF member association country, then all the referees are first nominated to the IFF referee development group. The IFF RC is co-operating with, for example, the Czech Open and other club tournaments, which are used for education and observation of the nominated development group referees in order to promote them to the IFF ordinary referee group.

The AOFC Referee Development Group was established in February 2016 and since then there have been separate referee educations in conjunction with the AOFC Cup in Thailand in 2017 and in Singapore in 2018. There have been several other referee clinics, mainly run by the Singaporean Floorball Association, in the AOFC region.

The RC is still struggling with the number of female referees and it seems that all the major team sports are facing similar problems. Despite the difficulties of this, the RC has continued its work during the last two years, but the number of female referees has not increased. On a very positive note, there is one Swiss female referee pair who are refereeing on the men's side and after a successful Men's U19 2017 they were nominated to the men's WFC 2018 in Prague. There are not many team sports in which female referees officiate men's games, and we hope that this will act as a strong encouragement for more women to join the referee group.

9. IFF Medical Committee (MC)

The composition of the Medical Committee (MC) has been:

Dr. Walter Frey, Switzerland, Chair
Dr. Tiina Nylander, Finland, Vice chair
Dr. Lars-Erik Bartels, Denmark, member
Dr. Patricia Wallace, Australia, member
Dr. Jonathan J. Koo, Canada, member

Office responsibility: Ms Minna Nurminen until August 2018, and since then by Ms. Merita Bruun

The MC acts as the IFF TUE committee, being responsible for granting Therapeutic Use Exemptions to floorball players that are required to take prohibited medication. In addition, the MC functions as an expert group when renewing the IFF Anti-doping rules and other practices regarding the Anti-doping work, i.e. the Registered Testing Pools and Test Distribution Plan (TDP). The MC is also involved in other fields which concern the promotion of athletes' health, the communication with and feedback given to WADA, and the preparation of Anti-doping materials, such as the Anti-doping Guidelines for IFF Events.

9.1 Injury reporting in floorball

IFF has collected statistics of floorball injuries in Adult WFC & Champions Cup events since 2012 with the aim to gain further knowledge of the typical injuries in floorball in order to prevent the injuries and to be able to compare the statistics with other sports. The IFF Medical Committee has been highly involved in planning the injury reporting system and injury reporting template - the Injury Form Floorball (InFo Floorball). In 2017, the first study "Injuries during the international floorball tournaments from 2012 to 2015" by Ms Kati Pasanen (FIN) was published and the summary of the findings were presented at the IOC congress in March 2017.



10. IFF Athletes' Commission (ATC)

The composition of the Athletes' Commission (ATC) has been:

Ms. Lidwien Reehuis, Netherlands, Chair
Ms. Josefina Eiremo, Sweden, Member
Ms. Eliisa Alanko, Finland, Member
Ms. Yui Takahashi, Japan, Member
Ms. Agata Plechan, Poland, Member
Mr. Tero Tiitu, Finland, Member
Mr. Johan Samuelsson, Sweden, Member (2017-2018)
Mr. Junoh Lee, Korea, Member
Mr. Tomas Sladky, Czech Republic, Member
Mr. Ole Mossin Olesen, Norway, Member (2018 -

Office responsibility: Ms. Sarah Mitchell

The election process for the ATC was changed during this period. Previously, elections had been held during the WFC final round each year and members served a 2-year term, however, with the CB decision to extend the ATC period to 4 years the elections were moved from the WFC final round to be held during the qualification tournaments. This allows for a much greater number of athletes to participate in the election process. The Commission Chair, who also has an ex-officio position on the IFF CB, is appointed by the CB.

During the period, Johan Samuelsson (SWE), decided that due to his commitments elsewhere he was unable to dedicate enough time to the work of the ATC and resigned his position. He was replaced by Ole Mossin Olesen (NOR) in October 2018.

Representatives from the ATC have been active in the Referee Committee and the Rules and Competition Committee. In the last period, the ATC members have been involved with work on the changes to the Game Rules and continued their Athlete's Blogs on the IFF website. They have been involved in several campaigns that the IFF has run during the period, such as the IOC Peace and Sports White Card campaign and the making of a supplements awareness video.

In 2018, ATC member, Ms Agata Plechan, attended the first ever WADA Athlete Forum in Calgary, Canada. 150 athletes from different sports and countries attended the two-day event to discuss various anti-doping matters and help contribute to the development of new strategies to tackle doping in sport.

The ATC met in 2017 in Växjö, Sweden and in 2018 in St Gallen, Switzerland. Both meetings were held in conjunction with the Men's & Women's U19 WFC. In St Gallen, the ATC also held a training session which was attended by girls from a local club and two of the participating WFC teams—Australia & New Zealand. Both the teams and the ATC members agreed that this was a great initiative and will look to conduct these kinds of sessions in the future.



11. IFF Equality Function

The IFF established the Equality Function in 2009 to secure and promote the equality between gender, nationality, religion etc. so that all floorball enthusiasts have the possibility to equally participate in the sport. With the change of the working pattern of the CB the function has been led from the IFF office by Ms. Sarah Mitchell.

The IFF GoGirls! Floorball project has continued during the period and was highly visible during WFC 2017 in Bratislava, Slovakia. All participating teams were asked to nominate a GoGirls! Ambassador several months prior to the event. The ambassadors were introduced via a series of interviews, their progress towards the WFC was followed via the IFF social media channels, and they were interviewed again during the event. All this work greatly increased the visibility and awareness of the project.

Also, in conjunction with WFC 2017, the IFF held a Women in Floorball seminar. 40 participants from 19 countries attended and heard lectures on participation, coaching, and development, from presenters and coaches from France, Finland and Sweden. Video presentations were also made by high profile female coaches from Switzerland & Czech Republic.

The GoGirls! Floorball offers materials for players, coaches, parents, local organisations, clubs and national associations that give advice and ideas on how to increase the number of girls and women in Floorball. The aims of the project are to provide information on how to get girls playing, how to teach them to play, and how to keep them involved.

IFF participated in the International Working group for Women in Sport's Congress in Botswana in 2018.

In 2017, the IFF published guidelines on Discrimination and Harassment as well as a Policy Statement on Discrimination, Harassment, & Abuse. The IFF encouraged all member associations to adopt their own guidelines and policies in these areas. Work has also begun on the development of Portrayal Guidelines for Gender Equality.

12. IFF ParaFloorball Function

The ParaFloorball function was led from the IFF Office by Ms Minna Nurminen until August 2018, and since then by Ms. Merita Bruun.

The purpose of the IFF ParaFloorball Function is to coordinate and promote the activities of the different versions of floorball played by disabled athletes. It was originally established by the IFF Central Board in December 2010 in order to coordinate and cooperate with the different international organisations that have floorball for the disabled on their program.

The IFF ParaFloorball Function follows the IFF mission promoting all versions of floorball being played. The IFF currently cooperates with three international organisations that have floorball on their program, Special Olympics, International PowerChair Hockey organisation, and the International Committee Wheelchair Floorball.

Special Olympics (SO)



Special Olympics (SO) is the largest sports organisation for persons with Intellectual Disability with more than 4.7 million officially registered athletes in 169 countries in all regions of the world. SO includes 35 different sports, 29

summer sports & 6 winter sports, with Floorball being one of the youngest official sports on this long list. IFF and SO signed the Proclamation for partnership during the IFF Associations' Meeting 2011. SO floorball demonstration matches have been played in many IFF Events since 2010 and in 2017 SO Floorball was for the first time an official sport in the Special Olympics World Winter Games held in Austria. It had the largest number of participants of any sport on the programme.



International PowerChair Hockey (IPCH)



IPCH (previously ICEWH) belongs to the sport section of the International Wheelchair & Amputee Sports Federation (IWAS) and is the international head organisation of

Electric Wheelchair Hockey Floorball. PowerChair Hockey (PCH) is a sport for people in motorised wheelchairs. PCH is played on an area approximately the size of a basketball court with a surrounding barrier. IPCH demonstration matches have been played in many IFF Events since 2010.



International Committee Wheelchair Floorball (ICWH)

ICWH was established in 2012 with the aim to spread and develop the sport further. Manual Wheelchair Floorball is played almost with the same rules as floorball, 5 versus 5 plus goalkeepers. Manual Wheelchair Floorball demonstration matches have been played in some IFF Events.



13. IFF Marketing Function

The composition of the Marketing function has been:

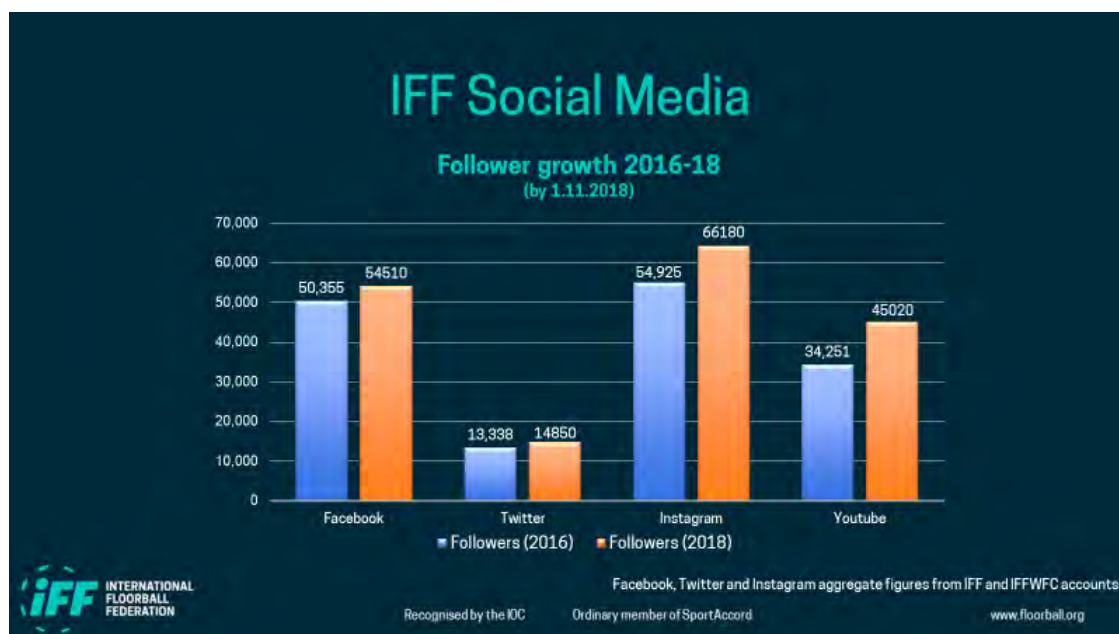
Mr. Jörg Beer, Switzerland, CCMNG Chair
Mr. John Liljelund, IFF Secretary General
Mr. Tero Kalsta, IFF Sales Coordinator (since Jan 2018)

Based on a CB decision the IFF hired a Sales Coordinator from the beginning of 2018. He has now taken the active role to orchestrate the operative work of the CCMNG, execute direct sponsorship sales (over hundred companies contacted during 2018) and take ownership of account management of existing sponsors. He is also taking overall responsibility of the operative marketing and development of sales. The IFF has also made agreements with two Sales Agencies. The Sales Coordinator is also overseeing the Champions Cup sales and marketing. The overall aim is to have two new sponsors by the end of 2019 (them being either Main or Title) and further increase the number with at least one more in 2020. The target is to close long-term, four-year agreements.

The work of IFF Marketing function has continued to focus on the positioning of Floorball and increasing the visibility and sales value of Floorball in the market. This has been done in close cooperation with the Core Country Marketing Network group (CCMNG), to be able to have the same sales arguments for the floorball community on a global level. The Marketing Network Group has convened four times during the period.

IFF changed its logo in 2017 and updated the Corporate Identity at the same time. The new logo and the Corporate Identity has been used in all events since May 2017.

The IFF has continued its efforts to build on the strong social media channels established in the last three years to create a more compelling product. As the consumption of the sport has moved more and more in to the digital realm this is also where the federation needs to be present. Part of future development is building new ways for partners also utilise the IFF SoMe channels (more in Section 13.3 and 15.3). From a business to business point of view the LinkedIn presence of the IFF has been activated during 2018 which has substantially increased followers and impressions.



Picture: IFF Social Media Follower growth 2016-18; combined IFF and IFFWFC channels (Source: Facebook, Twitter, Instagram, YouTube)

Two years ago, it was stated that one of the key objectives was to enhance the brand value for Floorball. It had also become clear that the Corporate Identity needed to be brushed up and allow easier usage in different formats. Based on these findings, the new Corporate Identity of the IFF was launched in May 2017 and has since been used successfully in all the IFF Events. The IFF is trying to keep focus on the sport for all the Events the same way and has therefore also kept the widely used marketing slogan - One World One Ball - to illustrate the unity of the floorball community. At the end of 2018, the IFF has launched a project to investigate the fan-based values of the Floorball community. A survey will be launched with the support of seven of the CCMNG countries for distributing the questionnaire. The target is to pin-point the key values our fans to be able to create strong sales cases for companies with matching values. The results will also be used to test whether the IFF slogan is valid or if a new one should be considered.

The sponsor system for partners has been divided into a four-level system, where the Floorball Material Sponsors are on the lower line, then there are Partners, Main Sponsors and a Title Sponsor.

The approach used during the last years, where the organisers of the main events are given most of the sales rights, apart from the existing IFF Partners, and IFF then collects a provision from the organiser in order to secure that there is only one sales organisation in the market, has not worked to the level of expectations, so a new approach has been introduced. In the new model the marketing rights are handed over against a fixed fee. This gives both parties transparency and aids the IFF in financial management. Regardless of the new model the sales progression for the events is done in close cooperation between the IFF and the LOC.

In early 2018 the IFF joined the European Sponsorship Association (ESA) to accelerate the process of attracting new partnerships and strengthening the in-house know-how. Through its membership, the IFF gains access to a network of established sponsorship professionals as well as latest research material. ESA also offers educational programs for sponsorship professionals and arranges events for networking.

The cooperation with Sportcal to conduct an in-depth research of the financial and overall effect of the IFF adult World Championships will continue. The Sportcal GSI Survey has produced valuable, holistic information which has been utilised in communications, marketing, sales and as support material for future bidding WFC host cities. Based on the findings, the ranking of the Men's World Floorball Championships was 21st out of 70 Events in 2016 (opposed to 23rd out of 77 events in 2014). For Women's WFC the equivalent development could not be clearly indicated in the 2017 report due to inconsistency in the reporting of attendance figures by some event organisers and owners (in 2015 the Women's WFC ranked 49th out of 83) according the Global Sport Index by Sportcal. The agreement with Sportcal will cover the research to be conducted on adult events up to the end of 2020.

13.1. Branding of the Champions Cup

The composition of the Champions Cup Steering Group (CCSG) has been:

Mr. Kimmo Nurminen, Finland, Chair (IFF CB Member)
Mr. Tomas Frank, Czech Republic, CF
Mr. Kari Lampinen, Finland, SSBL
Mr. Magnus Nilsson, Sweden, SIBF
Mr. Michael Zoss, Switzerland, SUHV
Mr. Milan Rantakari, IFF/Champions Cup Brand Manager (until December 2017)
Mr. Tero Kalsta, IFF Sales Coordinator (since January 2018)
Mr. John Liljelund, IFF Secretary General

Since the departure of the Champions Cup Brand Manager in December 2017, the new IFF Sales Coordinator has partially allocated his time to the sales and marketing of the Champions Cup as well as coordinating and supporting the promotional work of the National Associations and clubs participating in the event.

The Champions Cup (CC) new basic Brand Book was finalised and accepted by the Steering Group in June 2016 and has been in use since the CC 2017 in Finland, Seinäjoki. The event in Finland was successful in terms on spectator numbers but still produced red numbers, although less than expected.

The levels for the CC partnerships have been defined and it can be sold separately or in connection with the Combined Sales as agreed by the CoreCountry Marketing Network Group. The five stakeholders of the CC (IFF, Sweden, Finland, Switzerland and Czech Republic) are jointly responsible for the sales and marketing of the CC. In relation to this the five stakeholders have agreed that the CC should be included in the national sales plan of the Associations.

The CC will be organised once a year during the period of 2019 –2022 in the beginning of January (preferably first full week) by Sweden (2019), Czech Republic (2020), Switzerland (2021) and Finland (2022). The first time with the new format will be in Gävle, Sweden, 3rd – 4th January 2019. The champions (men and women) from the top four floorball countries: Czech Republic, Finland, Sweden and Switzerland will participate. On the first day the teams will play semi-finals according to the draw and the medal matches will be played on the following day. The CC 2019 will be played at the same time as the Junior District National Championships take place in Gävle.

The CCSG has conducted surveys with national clubs about their views regarding the event. The National Associations also must conduct a survey to collect the views and comments of their national top clubs about CC.

The main objectives for the organisation of the CC is to reach these three separate goals (some of which were reached in the CC 2017)

- CC has black financial numbers for the organiser
- over 1000 spectators on average per match; and
- increased TV and media visibility

13.2 Partnership Agreements (NOTE! These agreements are to be announced at WFC2018 at the wish of Sponsors (not public information until the 9th of December 2018))

UNIHOC



The IFF and UNIHOC signed a new partnership agreement in 2018 for the years 2019 – 2022 to develop Floorball worldwide. Before signing, the conditions were renegotiated with improved agreement terms. UNIHOC is the IFF's official material provider, including sticks, balls, goals and goalkeeper equipment. UNIHOC provides the official IFF event ball, CR8ER, and material needed for the IFF development work.

The parties have together executed several competitions and campaigns in our social media channels and tried to find other forms of co-operation to continue developing the sport.

UNIHOC is supporting the IFF Mobile Event Application in "Guess the Winner" module.

SPORTS APPAREL

During 2017-18, Asics was the IFF partner sponsor for apparel, providing all clothing for the IFF international referees. This agreement concludes in December 2018, and during the year the IFF has been actively leading negotiations to find a new sports apparel sponsor. This future sponsor contract will guarantee the IFF the possibility to continue having the same look and feel for the international referees and makes it possible to support the major event organisers with materials.

In 2017 & 2018, the Most Valuable Player of the WFC was awarded the Asics Golden Shoe. This tradition will continue but, for now, this prize will be called the IFF MVP Golden Shoe award. A possible renaming will be considered once the on-going sponsor negotiations are finalised.

GERFLOR



During 2018, the negotiations with Gerflor turned out to be very successful with a positive outcome for the IFF both in terms of reaching an agreement as well as the improved terms thereof. Gerflor continues to be the IFF's material partner in the field of the official certified floorings in IFF events. The agreement assures best playing conditions in

IFF events for the event organiser, players as well as referees. The new contract between IFF and Gerflor lasts for a period of four years, until December 31st, 2022.

SWERINK



IFF signed an agreement with Swerink, continuing the co-operation for the use of the official IFF Rinks in IFF events, a partnership ongoing since 2006. IFF and Swerink have continued the closer cooperation in which Swerink has supported member associations and clubs by selling them used and renovated floorball rinks. The agreement with

Swerink is signed for the years 2019-2022.

The agreements with all the IFF Partners has made it possible for IFF to build a solid foundation for the IFF events, where all the championships have the same look and feel when it comes to Floorball equipment and apparel.

13.3 TV and Internet TV

During the period, the IFF has concentrated on building guidelines and increasing the television visibility of Floorball based on the principle of distributing as many televised matches as possible at a fairly reasonable price to the member associations. This approach has given a good result from the World Floorball Championships, with visibility in over 15 countries from the WFC 2017 and 2018. IFF has signed a cooperation agreement with the Czech and Finnish National Broadcasting Companies CTV and YLE, to secure visibility of IFF owned TV matches from the WFC and the Champions Cup. The Swedish federation has also included an IFF module in its national TV agreement.

IFF is trying to offer the matches produced from the WFC's from the group games for a nominal fee to the nations playing, in order to build the relationship with TV. IFF also made a highlights program from WFC 2017 which has been sold by BroadReach Media to almost 140 countries. The IFF will produce a similar kind of highlights program from WFC 2018.

For WFC 2017, IFF acted as Host producer of the TV production, working together with the Slovak company Arena TV, which produced the TV– and internet-TV signal.

IFF has, in cooperation with all organisers of IFF events, produced internet-TV from all the events, in order to satisfy the need of the fans of our member associations who do not have the possibility to view the matches on national or international TV. As a part of building the brand of Floorball, IFF has participated in the SportAccord SportsHub project on YouTube, where IFF have two channels for the IFF video archive for all televised and streamed matches from the IFF events.

The Men's WFC 2016 had a total of 8.4 million TV viewers and the Women's WFC 2017 had 5.2 million spectators in the TV games.

IFF has agreed with the International World Games Association (IWGA) that they can stream IFF Events on their The World Games Channel. IFF has also during the autumn 2016 signed a Memorandum of Understanding with the Olympic Channel, to secure visibility from the Major IFF Events. Presently work is ongoing to have some 10-12 games from each WFC on the Olympic Channel.

IFF introduced English commentary to the WFC matches on IFF YouTube for the first time at WFC 2016. The commentary was extended at WFC 2017 to cover approximately 10 games by professional commentator Mr Olly Hogben. This co-operation will continue at WFC 2018 with commentary provided on at least two matches per day throughout the whole event.

YouTube:

IFF first opened a YouTube video channel (www.youtube.com/iffchannel) in December 2009, and in April 2012 a second channel was added. (www.youtube.com/ifflive). The two channels allows for streaming from two venues simultaneously, making it possible to live stream all matches from the major IFF events.

Since the Men's WFC 2014, every IFF event has been streamed live to the IFF YT channels, as well as the World University Championships 2018, several Euro Floorball Tour events in 2017 & 2018, AOFC Cup 2018, and a number of Friendly Internationals. After the organisers decision to only provide TV coverage of Floorball for the final day of The World Games 2017, the IFF received approval to stream, at our own cost, the entire event to the IFF channels.

Between December 2016 and October 2018, 447 international games have been broadcast on the IFF YT channels. In addition, there are highlight videos and player interviews from all events.

14. IFF Development Function

The Development function has been run in the IFF Office by Mr. Veli Halonen, IFF Operations Manager together with Mr. John Liljelund, the IFF Secretary General.

The Development function has during this period, in close co-operation with the respective committees and functions and the IFF Office, focused on developing the IFF members and gaining new member associations. The work to strengthen the development of the IFF member associations started in 2005 through the IFF Development Program Seminars.

IFF has evaluated the process of the Floorball Development Seminars and the need to have more tailor-made solutions for the countries still exists. The demands of the IFF member associations in different countries are varied and the IFF approach has been, together with the

member association, to define the needs and what the main topics for the seminars would be.

IFF has started a co-operation in China with the Finnish Sports institute Kisakallio. Kisakallio is running the coaching and refereeing related seminars in China and the IFF has certified Kisakallio as an official educating company in China.

IFF has also supported the development of the online Floorball Drill Animation tool XFball, which is created by the Swedish Company XFball. The IFF has included the tool in the IFF School Curriculum, which is a grassroots level coaching tool and is free to be used by all IFF member associations and all Floorball communities around the world. The IFF School Curriculum can be downloaded from the IFF website.

14.1 Development Program

The aim with the Floorball Development seminar is to give the participants the needed tools to 'train the trainers' in their respective countries after the seminar. The participating associations build a two-year development plan during the seminar, which the IFF then monitors.

The seminar is built on three different blocks - Organisation, Coaching, and Refereeing - all aiming to give additional knowledge to the associations and assist them in planning and managing the development in their respective country. The seminar is a three/four-day event consisting of theoretical lectures, practical training sessions, group work and hands-on training and observation.

The structure of the Development Seminars has been reviewed and a new approach has been taken with more customer-focused solutions for a single country workshop. The Good Governance Seminar structure, which replaced the older administration section, has been well-adopted by member associations and there has been vast interest towards that concept.

The Operations Manager, supported by the IFF Office and IFF seminar educators, has updated the seminar materials to be used in the Basic, Level 1 and Level 2 seminars. The pilot for the Level 2 seminar was carried out in Ukraine in May 2018.

In 2017—2018 there have been development seminars organised in Cote d'Ivoire, China, Hungary, India, Singapore, Uganda and Ukraine with participants from over 20 member associations. In addition, separate country-specific workshops or smaller scale seminars have been organised in China, Indonesia, Ireland, Laos, Philippines and Slovakia.



The IFF supported two major projects in 2017-18. The first was the Floorball Poland project regarding The World Games 2017 in Wroclaw, Poland, and the second was a Floorball Philippines project aiming to have Floorball included to the SEA games 2019. Following a similar line, the IFF Material Board decided to grant funds for the upcoming World Games 2021 and to continue the support for Philippines Floorball Federation with the SEA Games 2019 project.

The IFF launched Each One-teach One (EOTO) project in September 2014 with, at that time, 29 bilateral working pairs. At the start, the purpose of the project was not clear to all participants but as the work has developed, the participating countries have been able to define their aims much better. Some projects have been completed while others are still ongoing. The main

projects have been related to referee and coaching education co-operation.



The Cameroon Floorball Association has also taken a notable role in EOTO in Africa by helping, in particular, the West and Central African countries to fulfil the criteria of becoming members of the IFF.

The challenge of the EOTO, which has existed from the very beginning of the project, is to make it clear for all the participants that each action is important for the project and the slogan for the project has been “Each Step Counts”. IFF has been active by promoting the EOTO in all possible connections, but more established member associations need to also take a more prominent role in the project.

14.2 Material support for new Floorball countries

The IFF has been in the position to support new and growing Floorball countries as they strive towards developing their Floorball activities by providing them educational material and guidelines as well as Floorball equipment. In 2018 IFF has sent large amounts of materials to African countries to assist with the development in the region.

Floorball equipment support packages have during 2017-18 been sent to 38 countries Bosnia-Herzegovina, Brazil, Burkina Faso, Cameroon, Canada, China, Chile, Columbia, Cote D'Ivoire, Dominican Republic, Hungary, India, Iran, Ireland, Israel, Jamaica, Kenya, Laos, Lithuania, Mali, Mexico, Moldova, Nigeria, Pakistan, Philippines, Portugal, Qatar, Saudi Arabia, Slovakia, Slovenia, Taiwan, Togo, Turkey, Uganda, Venezuela and USA. The total amount of equipment has been:

- 2,316 sticks
- 4,212 balls
- 38 tool bags
- 20 goalkeeper sets

IFF also has an ongoing system for renting old Floorball rinks to member associations, based on a nominal rent for the period of two years. During 2017-2018 IFF has deployed rinks in the following countries: Burkina Faso/Mali, Cote d'Ivoire, Kenya, Philippines and Turkey



IFF is very thankful for the support of UNIHOC, which has made this material support possible.

15. IFF Communications

The communications have been run from the IFF Office by Ms Minna Nurminen (until August 2018) and since then by Ms Merita Bruun.

The IFF Communications has the following aims:

- To increase understanding among Member Associations of the services we provide, and therefore to improve satisfaction with these services
- To ensure Member Associations are aware of the IFF activities and plans for the future development of the sport
- To further increase the visibility of floorball and the IFF Events inside and outside of the floorball community
- Through improved consultation and involvement, we will listen to the views of Member Associations, so we can continue to develop the services we provide
- To make the brand image of floorball stronger through communication
- To increase sponsorship income and other partnerships

A variety of methods, including digital marketing, are used to meet the objectives, including:

- News releases & Newsletters
- Website(s), with content like
 - o Central Board Decision News & Committee News
 - o IFF Event News & Results
 - o Development News
 - o Partner & Sponsor News
 - o Member Association News
- Media Relations
- Social Media (like Facebook, Twitter, Instagram, LinkedIn, Flickr, YouTube)
- Videos & Photos
- Mobile App(s)

15.1 IFF Website

During the period, a completely new website for IFF has been built with British company, Skylab. The main site was launched in October 2018 with the new domain of .sport, and the new events section of the site will be launched in December 2018. The .sport domains are in collaboration with GAISF. The new website allows for multi-lingual responsive event microsites to be easily built within the current website framework and ensures that traffic to the IFF domains is maximised. The new website also allows for greater promotional and commercialisation possibilities for IFF sponsors & partners.



The total number of users 2017 (1.1.2017-31.12.2017) on IFF's website was 267 206 and sessions was 665 724. The total number of users until November 1st, 2018 (1.1.2018-1.11.2018) was 225 368 and sessions 577 533.

The number of visitors during the IFF Events in 2017 + WFC 2016 (highest number users/event):

Men's WFC 2016 (22 202 on December 11th)
Women's WFC Qualifications 2017 (10 995 on February 4th)
April Internationals weekend (5 201 on April 28th)
Men's U19 WFC 2017 (10 337 on May 7th)
World Games 2017 (5 965 on July 30th)
September Internationals weekend (4 049 on September 8th)
Champions Cup 2017 (CC Webpage 4 623 on October 7th)
EFC 2017 (2 267 on October 19th)
November Internationals weekend (8 636 on November 3rd)
Women's WFC 2017 (WFC Webpage 12 448 on December 8th).

The number of visitors during the IFF Events in 2018 (highest number of users/event):

Men's WFC Qualifications 2018 (11 317 on February 2nd)
April Internationals weekend (4 593 on April 27th)
Women's U19 WFC 2018 (6 694 on May 2nd)
Men's & Women's World University Championships 2018 (3 060 on June 26th)
Men's U19 WFC Qualifications, EuroFloorball Challenge & September Internationals weekend (3 784 on August 31st)
October Internationals weekend (7758 October 19th)

Champions Cup website

Since 2012 the Champions Cup website has been launched under the IFF domain in cooperation with the local organisers. Each year some changes have been made to the CC page content.

World Floorball Championships website

Since 2015 the World Floorball Championships website has been launched under the IFF domain in cooperation with the local organisers. Each year some changes have been made to the WFC page content.

15.2 IFF Newsletter

Starting from 2006 the IFF has sent out Newsletter including the most important decisions made by the IFF Central Board, the upcoming IFF events and other interesting floorball news from around the world. The IFF sends out approximately 20 Newsletters per year and there are currently over 1100 IFF Newsletter subscribers (November 2018).

15.3 IFF Social Media channels

Facebook:



IFF opened its Facebook page (www.facebook.com/iff.floorball) on 1st of August 2009 and at the moment there are over 41350 floorball fans who like IFF on Facebook (November 1st, 2018) and 40711 followers. The IFF Facebook page is updated with IFF news, interactive event pages, videos and photos.

Twitter:

IFF opened its Twitter feed (www.twitter.com/iff_floorball) on 12th of October 2009. At the moment (November 1st, 2018) there are over 13 600 followers. The IFF Twitter shares IFF news, floorball tweets, videos and photos and #floorball tweets show on IFF website.

Flickr:

IFF opened Flickr photo account (www.flickr.com/photos/iff_floorball) on 1st of August 2010 and at the moment there are photos available from all major IFF Events.

Instagram:

IFF opened the Instagram account (http://instagram.com/iff_floorball) in December 2013. At the moment (November 1st, 2018) there are over 56 700 followers. The IFF Instagram is updated with some IFF news, event photos and videos as well as reposting of floorball related photos and videos.

LinkedIn:

The IFF has opened a LinkedIn Profile in the end of 2017 (<https://www.linkedin.com/company/floorball/>). Currently the profile has 108 followers.

YouTube:

IFF first opened a YouTube video channel (www.youtube.com/iffchannel) in December 2009, and in April 2012 a second channel was added. The second channel allows for streaming from two venues simultaneously, making it possible to live stream all matches from the major IFF events.

Every match replay, match highlights &/or daily highlights, and player interviews from IFF events is now uploaded to the channel. Live streaming is also used in almost every IFF event.

Work has continued to increase the visibility and awareness of the YouTube channels, as well as working to increase the utilisation of both channels. The number of registered users, uploaded videos and video views has continued to grow over the last two years.

IFF Channels combined figures

(Channel 1: www.youtube.com/iffchannel & Channel 2: www.youtub.com/ifflive)

Total numbers of:	31.12.2016	2.11.2018	% increase
Views	8,646,392	13,148,023	+52%
Subscribers	32,785	47,633	+45%
Uploaded videos	2,997	4,270	+42%

More information on YouTube and internet TV can be found under point 13.2.

IFF Event specific social media channels (as of 1.11.2018)

The IFF Event specific social media channels are mainly updated by the local event organisers.

WFC Facebook (<https://www.facebook.com/worldfloorballchampionships/>): 13956 likes & 13801 followers

WFC Twitter (<https://twitter.com/iffwfc>): 1686 followers

WFC Instagram (<https://www.instagram.com/iffwfc/>): 9383 followers

U19 WFC Facebook (<https://www.facebook.com/U19WFC/>): 3 849 likes & 3849 followers

U19 WFC Twitter: (<https://twitter.com/U19WFC>): 1298 followers

U19 WFC Instagram: (<https://www.instagram.com/u19wfc/>): 2712 followers

CC Facebook: (<https://www.facebook.com/FloorballChampionsCup/>): 2717 likes & 2693 followers

CC Twitter: (<https://twitter.com/floorballcc>): 164 followers

CC Instagram: (<https://www.instagram.com/floorballcc/>): 1104 followers

16. IFF Information & Development material

As a part of the service to the member associations IFF has continued producing new materials, while existing materials have been translated into different languages for Floorball development purposes. All the educational written materials are free to download from the IFF webpage, and most of the materials are also published in an easy read version on issuu (http://issuu.com/iff_floorball).

16.1. Education materials

IFF Coaching Material. This coaching material, based on the IFF Development program, has been updated to cover three different levels – Basic, Level 1 and Level 2. The coaching material should be used by trained educators to ensure that they are instructing the right topics in the correct manner.

School Curriculum. For the basic and grassroots level coaching the IFF has created a School Curriculum document with more than 50 different drills, which are animated in the document. The School Curriculum is for free use and can be found from the IFF website.

Coaching DVD's for Individual Technique and Goalkeeping. The coaching DVD's include guidance for players and coaches, as well as practical drills. The material is in English with subtitles in French, German, Italian, Spanish, Portuguese, Russian and Japanese (only individual technique DVD). The IFF is also working on publishing this material on the IFF YouTube channel.

Basic referee education material. This material is meant for basic training and will give more tools for the referee trainers when training referees. The material has been updated according to the Rules of the Game 2018.

GoGirls! Floorball material includes information for players, coaches, parents and organisations on how to increase girls and women's participation in floorball. It offers materials that help to understand girl's participation and how to encourage it. There is information about how to design programmes specifically for girls and tips for parents and coaches. All the material can be downloaded in PDF from the IFF website.

Keep Floorball Honest. This is a flyer that highlights Betting & Match-fixing issues and outlines IFF's Policy & Education overview. It was created in cooperation with the IFF Athletes' Commission and is distributed to all players & officials at major IFF events.

16.2 Other materials

IFF Mobile applications

The IFF launched the IFF Events mobile app for iOS and Android in 2012. The mobile application is created by a Czech company OK System and includes all the latest updates and statistics from the ongoing IFF Events (WFC, WFCQ, U19 WFC and Champions Cup), the IFF news as RSS feeds and links to the IFF social media channels. The users can guess results and win prizes. Currently (4th of November 2018) the mobile app has 51 200 download (25300 iOS + 25900 Android).

IFF, together with the Finnish Floorball Federation has a Floorball Points Master application for a recreational form of floorball for the iOS, Android and Windows.



17. IFF Material Board

IFF Secretary General, Mr. John Liljelund, has been responsible for all questions related to Floorball material and the Material Approval system, run for IFF by the Swedish Testing and Research Institute (RISE - previously SP). The IFF Material Board (previously the Development Board), which is a co-operative body of the IFF and the major Floorball manufacturers decided to change the name to the IFF Material Board to help clarify the role of the group.

The main work has been the follow-up of the Material Regulations, which involved several meetings with the RISE and the Czech Test Institute, ITC, as well as with the manufacturers of Floorball equipment. During the period, a new version of the Material Regulations was published and were brought into force from 1st July 2018 for the next two-year period. During the last year a lot of focus has been put on the financial problems of a few companies, which puts their certification in risk, as they have debts to the IFF and RISE. At the moment, all companies are fulfilling the Material Regulation rules.

One of the main issues during the period has been the follow-up on the use of dangerous and illegal grills for the goalkeepers' facemasks. This process was started in September 2015.

Together with the Material Board, IFF is conducting the exemption for the use of over-length sticks for players taller than 190 cm. The system has now been used for the sixth year in a row, with good feedback from the players describing that their health problems have been reduced significantly due to the possibility to use longer sticks.

The Material Board has during the period supported development projects in Hungary, Poland, Russia, the Philippines and Spain. For 2018 the project for the Birmingham World Games has started.

18. IFF Anti-Doping work

The IFF Anti-Doping Regulations 2015 are in place and are constantly reviewed to meet any changes introduced by WADA. The IFF Anti-Doping Rules are adopted and implemented in conformance with IFF's responsibilities under the Code and are in furtherance of IFF's continuing efforts to eradicate doping in the sport of floorball.

Testing

The IFF has conducted doping tests in IFF events and, also Out-Of-Competition (OOC) testing. The IFF annually collects, publishes and reports to WADA the doping tests conducted by the IFF (details can be found on the IFF website under Anti-doping). The IFF has also actively taken part in the events and consultation rounds arranged by WADA and in the process of renewing the WADA Code and the International Standards.

The IFF maintains a Testing Pool (TP) from which athlete whereabouts are obtained, which can be used to increase the effectiveness of the IFF's Out-of-Competition Testing program. The TP consists of the top three national teams according to the results from the previous World Floorball Championships and according to the WFC being played that year.

All athletes taking part in events (camps, tournaments, international matches) of the top 3 ranked national teams are included in the IFF TP. The IFF collects the needed whereabouts information through the National Federations which supply the following information:

- National team event information
- Regular club team training activities (one regular training time/week during the season) of the league clubs of their country with current national team players from their country

The whereabouts are collected for the purpose of efficient test planning. The IFF uses the WADA's Web-based database management system, Anti-Doping Administration & Management System (ADAMS), which was developed for the purpose of coordinating anti-doping activities and to provide a mechanism to assist stakeholders with their implementation of the Code. The IFF uses ADAMS for the management of daily anti-doping activities such as TUE's and Whereabouts.

The IFF announced one Anti-Doping rule violations in 2017 (a warning for the admitted use of higenamine) and one in 2018 (a 9 months suspension for sibutramine).

Anti-doping Information & Education

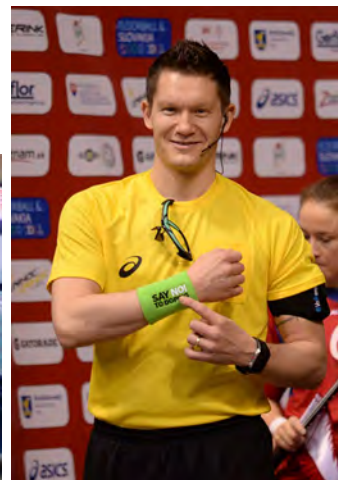
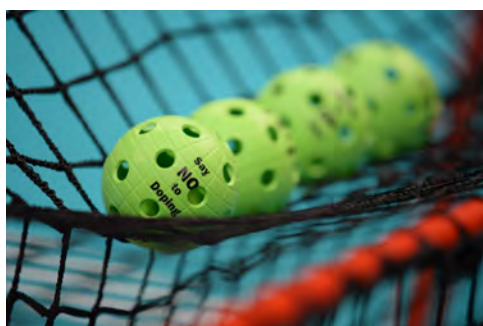
The IFF Anti-doping work focuses on providing relevant information to the IFF Member Associations and the IFF webpage is regularly updated with information about Anti-doping. The IFF also informs and educates its Member Associations through the IFF Newsletters, the IFF Anti-Doping Guidelines and IFF Development seminars.

During the World Floorball Championships 2014, the IFF conducted the first Athlete Outreach program including anti-doping education. In 2018, the IFF updated its Anti-Doping Education Programme and the focus is now more on delivering education to U19 players and new countries entering the IFF events.

The IFF's Anti-Doping awareness campaign Say NO! To Doping, which was launched in partnership with the World Anti-Doping Agency (WADA) in the Men's WFC 2010, has continued and been implemented in the following IFF Events:

1. Men's WFC 2010, 2012, 2014, 2016 & 2018
2. Women's WFC 2011, 2013, 2015 & 2017
3. Men's U19 WFC 2011, 2015
4. Women's U19 WFC 2012
5. EFC Qualifications 2011
6. Champions Cup 2011

For the IFF Say NO! To Doping campaign the IFF has produced SNTD flyers, balls, wrist bands and beanies as well as the WADA Dangers of Doping leaflet. The IFF is also promoting other WADA Information & Education tools and resources such as WADA Coach True and the Athlete Anti-Doping Learning Program ALPHA.



19. IFF Competitions

19.1 License System for IFF Member Associations

The IFF General Assembly in Prague 2008 approved the new License system implemented for the IFF Member Associations participating in the IFF events. The License system was created in order to direct the Member Associations to develop their own organisations, rather than only participate in International Events. The most important reason is that IFF's responsibility is to secure the level and the quality of the sport and to treat all members equally.

The IFF Central Board has approved the updated IFF License System 2.0 in 2016 with different tier categories for IFF member associations. The IFF office together with the IFF CB carried out a survey to all member associations during October / November 2018, mainly to ease the work to categorise the IFF member associations to right tier groups. The updated License system 2.0 includes three different tier groups with different criteria. The tier system will also make it easier for the IFF member associations themselves to define the needs and demands for "higher" tier groups and the License system 2.0 document should work as guidelines and instructions for the member associations for the future development.

19.2 IFF Statistic Software

The IFF Statistic Software has been used in IFF events since WFC 2007. All the matches on IFF events can be followed live through the on-line match records of the software and the software provides tournament statistics on the web. The software has also made it possible to have all the statistics from IFF events gathered in one place. The software is now used in every IFF event.

In addition to this, it's compulsory for all Member Associations to use the software for all international matches. For the period 2017-18 there were 242 international matches (compared to 215 in 2015-16) hosted by member associations and all included in the IFF online statistics system.

The IFF Statistic Software has continuously been developed to better meet the wishes of the IFF and the member associations. Modifications are constantly being made to how the tournament information, results and statistics are gathered and then displayed on the IFF website. Changes are often implemented to reflect the changes in competition regulations and how results are calculated. During the last period, new features have been added to the system to enable easier use by the match secretariat. There have also been some changes made to optimise the statistics system for use with the IFF mobile application.

In 2017 a printed match record system was introduced, and so written match records are no longer used for IFF events or international matches.

In 2018 work on the development of new statistics software was begun and once finalised it will be fully integrated with the new website.

19.3 IFF Accreditation system

The IFF now uses an online accreditation system, called GATE. The card layout is personalised for each event based on the event branding. Like the old accreditation system, it gives information on the person accredited, accreditation group they belong to, and the areas to which they have access. Every team member, IFF official, media representative and LOC staff or volunteer is required to have an accreditation card.

In 2018, in co-operation with the WFC 2018 organisers, a new card format was introduced which allows for greater event customisation. This now allows the IFF to offer to organisers a basic card or one which allows for the addition of privileges such as transport, catering etc.

Also, in 2018 an online media accreditation form, linked directly to the accreditation system, was introduced.

19.4 World Championships

Men's 11th World Championships 3rd—11th December 2016 in Riga, Latvia

This tournament was played with 16 teams divided into 4 groups via a ballot system.

Final standings: 1) Finland, 2) Sweden, 3) Switzerland, 4) Czech Republic, 5) Denmark, 6) Norway, 7) Germany, 8) Estonia, 9) Slovakia, 10) Latvia, 11) USA, 12) Canada, 13) Poland, 14) Thailand, 15) Australia, 16) Singapore.

34 teams registered to this event. 1 team, the organiser, was directly qualified to the tournament while the remaining 33 teams played qualification tournaments to determine the final 16 teams. The qualification events were held in February 2016 in Slovakia, Estonia, Poland, Thailand and USA.



Women's 1st World Championships 1st—9th December 2017 in Bratislava, Slovakia

This tournament was played with 16 teams divided into 4 groups via a ballot system.

Final standings: 1) Sweden, 2) Finland, 3) Switzerland, 4) Czech Republic, 5) Slovakia, 6) Latvia, 7) Poland, 8) Norway, 9) Denmark, 10) Germany, 11) Estonia, 12) USA, 13) Thailand, 14) Japan, 15) Australia, 16) Singapore.

32 teams registered to this event. 1 team, the organiser, was directly qualified to the tournament while the remaining 30 teams (Iran didn't compete due to visa issues) played qualification tournaments to determine the final 16 teams. The qualification events were held in January/February 2017 in New Zealand, Spain, Italy and Canada.



19.4.1. The World Games

The World Games in Wroclaw, Poland was played with six men's teams, using only 14 players in the team and one coach. IFF negotiated the possibility for the participating teams to pay for three extra officials. The tournament was played based on the conditions the IWGA gave IFF, as a four-day tournament in two groups of three the first two days and then semi-finals for the two best teams and a match for 5th place for the third in the groups. The matches were played with 3x15 minutes periods, due to the shorter playing time.

The tournament was a real success with extremely interesting and high-quality games, without any slow or dead moments. Based on the outcome the IFF has first in the Association meeting in Bratislava and then in the CB prepared a proposal for a change of the competition system for the WFC's.

Final standings: 1) Sweden, 2) Switzerland, 3) Finland, 4) Czech Republic, 5) USA, 6) Poland,



For Floorball, the participation in The World Games (TWG) was, at this stage, the best opportunity and the event for us to prove that we could bring added value to the multi-sport events through a spectacular sport, dynamic and interesting matches, broad fan base from the Floorball community, and high visibility in social media.

The strategic objectives for the Floorball event in Wroclaw were set, based on these different

factors:

- Secure our participation to TWG 2021 in Birmingham, USA, as an official sport and with the inclusion also of women's teams
- Bring Floorball to the Sport Initiation Programme for Tokyo 2020 and the Youth Olympic Games
- Give us a chance to be one of the Additional Event Sports for the Olympic Games 2024 and/or the Youth Olympic Games
- Reach a broader media visibility and reach new spectators
- At a national level the key objective was to raise the awareness of Floorball and TWG, and by doing that support the development of Floorball's political position
- Find ways to start closer cooperation with NOC's and have the opportunity to gain funding
- Strengthen our brand in the international sports arena and, through the success in Wroclaw, increase our marketing value giving benefits on both the international and national level

Despite many doubtful comments before the event, the reduction of playing time and the number of players in the team roster was very successful. After the event the IFF received very good feedback from the teams about the team size and many suggested that this could be a possibility for some future IFF events as well. The Floorball media was, generally, positive to the format and playing the 5v5 proved to be a better choice than playing 4v4, which was the other option which was considered. Some were perhaps surprised that it had worked so well. The major surprise from a sporting perspective was that the quality of the sport was extremely high. The fact that, with a reduced playing time, only the best of the best played, made the standard of the games excel to a new level.

IFF run an extensive social media campaign in cooperation with the member associations prior to and during the event, resulting that Floorball was one of the most active sports on social media during the TWG. IFF also had organised a test-event in Wroclaw prior to the Event and had built a common understanding for the event among the member associations.

Overall, TWG 2017 in Wroclaw should be regarded as a great success for Floorball in all regards – increased awareness in the sports family, good visibility in the Floorball media, excellent game format and good and exciting games, active participation, vivid fans and spectators, good TV visibility and among other things a good political showcase for Floorball.

19.5 U19 World Championships

Men's 9th U19 World Championships 3rd-7th May 2017 in Växjö, Sweden

26 Associations from 3 continents participated in the qualifications and Final Round. 12 teams received direct qualification to the Final Round based on results from the 2015 U19 WFC and regional qualifying quota system. One European and one AOFC qualification were held in September 2016 to decide the last 4 spots in the Final Round.

The WFC Final Round was divided into an A-division with 8 teams and a B-division with 8 teams. The top 9 teams qualified to the U19 WFC 2019.

A-division: 1) Finland, 2) Sweden, 3) Czech Republic, 4) Switzerland, 5) Latvia, 6) Denmark, 7) Slovakia, 8) Poland (relegated to B-Division 2019)

B-division: 1) Norway (promoted to A-division 2019), 2) Estonia, 3) Germany, 4) Australia, 5) Hungary, 6) Canada, 7) USA, 8) Japan.

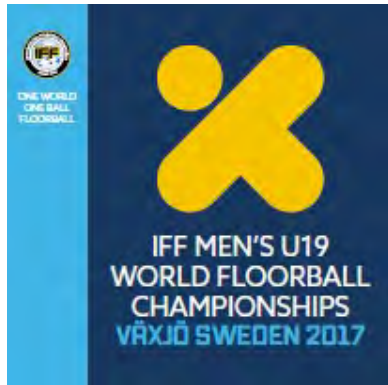
EUR Qualification:

1) Hungary, 2) Estonia, 3) Slovenia, 4) Spain, 5) Austria, 6) Netherlands, 7) France, 8) Belgium,

9) Italy, 10) Great Britain.

AOFC Qualification:

1) Australia, 2) Japan, 3) New Zealand, 4) Iran



Women's 8th U19 World Championships 2nd-6th May 2018 in St. Gallen & Herisau, Switzerland

18 Associations from 3 continents participated in the qualifications and Final Round. 14 teams received direct qualification to the Final Round based on results from the 2016 U19 WFC and regional qualifying quota system. One European qualification was held in September 2017 to decide the last 2 spots in the Final Round.

The WFC Final Round was divided into an A-division with 8 teams and a B-division with 8 teams. The top 9 teams qualified to the U19 WFC 2019.

A-division: 1) Sweden, 2) Finland, 3) Czech Republic, 4) Poland, 5) Switzerland, 6) Norway, 7) Germany, 8) Slovakia (relegated to B-division 2020)

B-division: 1) Latvia (promoted to A-division 2020), 2) Russia, 3) Hungary, 4) Austria, 5) Canada, 6) Australia, 7) New Zealand, 8) USA

EUR Qualification:

1) Russia, 2) Austria, 3) Netherlands, 4) Italy



19.6 Champions Cup

Champions Cup 2017

Champions Cup 2017 was played with 6 Men's and 6 Women's teams, which were made up of the national club champions from Finland, Sweden, Switzerland and Czech Republic, as well as a second team from the organising country and the winner of the previous year's EuroFloorball Cup.

Champions Cup 2017: 6th-8th of October 2017 in Seinäjoki, Finland

Final standings of CC 2017 for men:

1) IBF Falun (SWE), 2) Classic (FIN), 3) SPV (FIN), 4) Florbal Chodov (CZE), 5) SV Wiler-Ersigen (SUI), 6) UHC Weissenfels (GER)

Final standings of CC 2017 for women:

1) IKSU (SWE), 2) Classic (FIN), 3) TPS (FIN), 4) UHC Dietlikon (SUI), 5) Tigers Jizni Mesto (formerly Herbadent) (CZE), 6) Sveiva (NOR)



19.7 EuroFloorball Cup and EuroFloorball Challenge

EuroFloorball Cup 2017

EuroFloorball Cup 2017: 17th-21st October 2017 in Valmiera, Latvia

Final standings of EFC 2017 for men:

1) Slevik IBK (NOR), 2) FBK Valmiera (LAT), 3) EMU SK (EST), 4) Betsafe/Ulbroka (LAT), 5) Phoenix Fireball SE (HUN), 6) Nizhegorodets (RUS).

Final standings of EFC 2017 for women:

1) SK 98 Pruske (SVK) 2) Interplastic Olimpia Osowa Gdansk (POL), 3) Rubene (LAT), 4) Nauka-SAFU-NT (RUS), 5) FK Kekava (LAT), 6) CDE El Valle (ESP).



EuroFloorball Cup 2018

The EuroFloorball Cup 2018 was cancelled due to lack of organiser.

EuroFloorball Challenge 2017

EuroFloorball Challenge 2017: 23rd-27th August 2017 in Trenčin, Slovakia

Final standings of EFCh 2017 for men:

1) Tsunami Zahorska Bystricka (SVK), 2) FBC Skala Melitopol (UKR), 3) FK AS Trenčin (SVK), 4) UFC Utrecht (NED), 5) Dunai Krokodilok (HUN), 6) CUF Leganes (ESP), 7) London Sharks (GBR), 8) Floorball L'Aquila (ITA).

No EFCh was played for women in 2017 due to the number of registrations.



EuroFloorball Challenge 2018

EuroFloorball Challenge 2018: 25th-29th August 2018 in Madrid, Spain

Final standings of EFCh 2018 for men:

1) Phoenix Fireball SE (HUN), 2) CDE El Valle (ESP), 3) UFC Utrecht (NED), 4) Floorball Escorial (ESP), 5) London Sharks (GBR), 6) IFK Paris (FRA), 7) FC Milano (ITA).

Final standings of EFCh 2018 for women:

1) CDE El Valle (ESP), 2) CUF Leganes (ESP), 3) Panam United (FRA).



19.8 Regional and Continental competitions

AOFC Cup

The AOFC Cup is a national team event for national teams in Asia and Oceania. In even years it is played for women and in uneven years for men.

Men's AOFC Cup 2017: 1st-6th July 2017 Bangkok, Thailand

Final standings:

1) Thailand, 2) Singapore, 3) South Korea, 4) Indonesia, 5) India, 6) China, 7) Iran, 8) Philippines.



Women's AOFC Cup 2018: 18th-23rd June 2018 Singapore

Final standings:

1) Singapore, 2) Thailand, 3) Japan, 4) Malaysia, 5) Philippines, 6) India, 7) Indonesia, 8) Iran.



Africa Floorball Cup

Africa Cup is a national team event for the national teams in Africa, currently played as an Urban Floorball event (4 vs 4 plus goalkeeper) on a modified size court with the matches played 2x15 minutes.

Africa Floorball Cup 2018

September 14-16/Abidjan/Côte d'Ivoire



Africa Floorball Cup 2018: 14th-16th September 2018

Abidjan, Cote d'Ivoire

Final standings men:

1) Nigeria, 2) Burkina Faso, 3) Cote d'Ivoire, 4) Togo

Final standings women:

1) Burkina Faso, 2) Cote d'Ivoire, 3) Mali

The first ever Africa Cup was played in Abidjan in Cote d'Ivoire from the 15th to 16th of September 2018. The original plan was to have the Cup already one year earlier, but due to the practical issues and the extremely high travel costs inside Africa, the Cup was postponed to 2018.

Four teams participated in men's tournament; Burkina Faso, Cote d'Ivoire, Nigeria and Togo. Eventually the final was played between Burkina Faso and Nigeria and Nigeria was the winner of the first men's Africa Cup.



Three teams participated in women's tournament; Burkina Faso, Cote d'Ivoire and Mali. Burkina Faso and Cote d'Ivoire played in the final and Burkina Faso was the winner of the first women's Africa Cup.

Based on the feedback of the participated teams, the plan is to continue the Africa Cup annually.

20. IFF Economy

The volume of the IFF economy has since 2016 been quite constant and not grown so much, mainly due to the fact that the number of sponsors and the Men's WFC's have not provided as much revenue as planned.

IFF has been looking carefully after its finances and is controlling its costs carefully to keep the result on an acceptable level. The fast growth of the operations and the number of new projects we have been running has required a number of new investments. The IFF also, as reported in the General Assembly 2016, put a lot of efforts into the participation in The World Games 2017 in Poland but otherwise has kept the finances in balance. The growing number of events and the services related to these has demanded an increase in the IFF administration costs simultaneously with the increased number of development activities and competitions. The actual figures are found in the Financial Reports for 2016 and 2017.

IFF still needs to find ways to increase the outside financing, which primarily comes from the sponsors, especially from outside the floorball market but also need to increase the internal floorball financing.

IFF has, in connection to the development of the IFF License system 2.0, worked with the member associations to reduce the number of debts to the IFF. This has been part of a clear effort to not compromise their participation in the upcoming events. The Auditor has pointed out that IFF needs to clear some old debts, so as to not jeopardise the start of the implementation of the IFF Licence System in the connection to the Final financial result of 2018.

21. IFF Office

As the IFF has grown in respect of the number of members and competitions, the need to have a larger number of staff has also constantly increased. The IFF administration has, for a number of years, worked at the far limit of the existing resources, especially with the growing number of events, which is expected to increase further in the future. As there is a constant need for more resources in the field of competition and development, the IFF has needed to increase the number of the employees and start to use as much outside working force as possible within the limits of the available financial resources.

The IFF has currently eight full-time employees:

Mr. John Liljelund, Secretary general.

Ms. Merita Bruun, Communication and Anti-Doping Manager

Mr. Stefan Kratz, Competition Manager

Ms. Sarah Mitchell, Events Manager

Mr. Veli Halonen, Operations Manager

Mr. Tero Kalsta, Marketing and Sales Coordinator

Ms. Gitta Schmidt, Office Coordinator

As of September 2018, Ms. Mari Myllärinen started as the Information Coordinator.

The following persons have worked for IFF during the period:

Mr. Milan Rantakari, Champions Cup Brand Manager, contract ended 31.12.2017

Ms. Minna Nurminen, Information and Anti-Doping Coordinator, resigned in order to continue her university studies 20.08.2018

Ms. Anna Jacobson, Anti-Doping Administrator, the temporary employment ended 30.09.2018

The IFF CB would like to thank all Member Associations, as well as all committee members, sponsors, the great number volunteers who have helped IFF in different ways and the office staff for the tremendous work done in order to develop floorball from all possible aspects

Auditor's report

To the general assembly of the International Floorball Federation.

Report on the annual accounts

Opinions

I have audited the annual accounts of International Floorball Federation for the financial year 2016.

In my opinion, the annual accounts have been prepared in accordance with the Annual Accounts Act and present fairly, in all material respects, the financial position of International Floorball Federation as of 31 December 2016 and its financial performance for the year then ended in accordance with the Annual Accounts Act. The administration report is consistent with the other parts of the annual accounts.

I therefore recommend that the general assembly adopts the income statement and balance sheet.

Basis for Opinions

I conducted my audit in accordance with International Standards on Auditing (ISA) and generally accepted auditing standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities* section. I am independent of International Floorball Federation in accordance with professional ethics for accountants and have otherwise fulfilled my ethical responsibilities in accordance with these requirements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinions.

Responsibilities of the Executive Board

The Executive Board is responsible for the preparation of the annual accounts and that they give a fair presentation in accordance with the Annual Accounts Act. The Executive Board is also responsible for such internal control as they determine is necessary to enable the preparation of annual accounts that are free from material misstatement, whether due to fraud or error.

In preparing the annual accounts, The Executive Board is responsible for the assessment of the federations's ability to continue as a going concern. They disclose, as applicable, matters related to going concern and using the going concern basis of accounting. The going concern basis of accounting is however not applied if the Executive Board intend to liquidate the federation, to cease operations, or has no realistic alternative but to do so.

Auditor's responsibility

My objectives are to obtain reasonable assurance about whether the annual accounts as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinions. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs and generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these annual accounts.

As part of an audit in accordance with ISAs, I exercise professional judgment and maintain professional skepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the annual accounts, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit

evidence that is sufficient and appropriate to provide a basis for my opinions. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of the company's internal control relevant to my audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Executive Board.
- Conclude on the appropriateness of the Executive Board's use of the going concern basis of accounting in preparing the annual accounts. I also draw a conclusion, based on the audit evidence obtained, as to whether any material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the annual accounts or, if such disclosures are inadequate, to modify my opinion about the annual accounts. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the annual accounts, including the disclosures, and whether the annual accounts represent the underlying transactions and events in a manner that achieves fair presentation.

I must inform the Executive Board, among other matters, the planned scope and timing of the audit. I must also inform of significant audit findings during my audit, including any significant deficiencies in internal control that I identified.

Report on other legal and regulatory requirements

Opinions

In addition to my audit of the annual accounts, I have also audited the administration of the Executive Board of International Floorball Federation the financial year 2016 and the proposed appropriations of the federation's profit or loss.

I recommend to the general Assembly that the profit be appropriated in accordance with the proposal in the administration report and that the members of the Executive Board be discharged from liability for the financial year.

Basis for Opinions

I conducted the audit in accordance with generally accepted auditing standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities* section. I am independent of International Floorball Federation in accordance with professional ethics for accountants and have otherwise fulfilled my ethical responsibilities in accordance with these requirements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinions.

Responsibilities of the Executive Board

The Executive Board is responsible for the proposal for appropriations of the federation's profit or loss.

The Executive Board is responsible for the Federation's organization and the administration of the federation's affairs. This includes among other things continuous assessment of the Federation's financial situation and ensuring that the federation's organization is designed so that the accounting, management of assets and the federation's financial affairs otherwise are controlled in a reassuring manner.

Auditor's responsibility

My objective concerning the audit of the administration, and thereby my opinion about discharge from liability, is to obtain audit evidence to assess with a reasonable degree of assurance whether any member of the Executive Board in any material respect:

- has undertaken any action or been guilty of any omission which can give rise to liability to the federation, or
- in any other way has acted in contravention of the Articles of Association.

My objective concerning the audit of the proposed appropriations of the company's profit or loss, and thereby my opinion about this, is to assess with reasonable degree of assurance whether the proposal is in accordance with the Articles of Association.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect actions or omissions that can give rise to liability to the federation, or that the proposed appropriations of the federation's profit or loss are not in accordance with the Articles of Association .

As part of an audit in accordance with generally accepted auditing standards, I exercise professional judgment and maintain professional skepticism throughout the audit. The examination of the administration and the proposed appropriations of the federation's profit or loss is based primarily on the audit of the accounts. Additional audit procedures performed are based on my professional judgment with starting point in risk and materiality. This means that I focus the examination on such actions, areas and relationships that are material for the operations and where deviations and violations would have particular importance for the federation's situation. I examine and test decisions undertaken, support for decisions, actions taken and other circumstances that are relevant to my opinion concerning discharge from liability. As a basis for my opinion on the Executive Board proposed appropriations of the federation's profit or loss I examined whether the proposal is in accordance with the Articles of Association .

Segeltorp 20th September 2017



Mikael Brandstam

Approved Public Accountant

INTERNATIONAL FLOORBALL FEDERATION

Financial Report 2016

Statement of income

INCOME

		Budget	Diff,
Transfers	107000.00	100000	7000.00
Participation fees	220500.00	219000	1500.00
Organizers fees	131000.00	136000	-5000.00
Part.fees - non-competition	0.00	0	0.00
Temporary play	2700.00	5000	-2300.00
Membership fees	167000.00	182000	-15000.00
Fines	3600.00	15000	-11400.00
Sponsors & Advertisements	99390.58	158000	-58609.42
Value in kind	158890.00	158890	0.00
TV	190019.21	115000	75019.21
Office support	141661.44	120000	21661.44
Development support	30341.20	30000	341.20
Sales	9513.47	15000	-5486.53
Lic, revenues & royalties	264847.95	300000	-35152.05
Material exemptions	2048.45	3000	-951.55
Other	5273.47	30000	-24726.53
Total income	CHF 1533785.77	1586890.00	-53104.23

COSTS

		Budget	Diff,
Central activities	22655.23	17800	-4855.23
Office	628079.80	688000	59920.20
Central Board	42718.03	39000	-3718.03
ExCo	910.21	8500	7589.79
GA/AM	9197.43	8500	-697.43
External meetings	21772.32	21000	-772.32
IOC 50 Road Map	30165.46	33200	3034.54
Parafloorball	0.00	5000	5000.00
Equality Function	399.03	7500	7100.97
Athletes Commission	7340.60	9000	1659.40
WFC	151015.13	125000	-26015.13
U19 WFC	41778.05	30000	-11778.05
EFC	36859.22	36500	-359.22
Champions Cup	78867.67	90000	11132.33
World Games	964.91	0	-964.91
WUC	10286.42	10000	-286.42
Regional Games	33.40	0	-33.40
Anti-Doping	20365.63	29000	8634.37
Rules & Competition Committee	8501.92	22500	13998.08
Referee Committee	23416.95	28000	4583.05
Development	37335.81	33500	-3835.81
Development material	158890.00	158890	
Material*	119289.25	122500	3210.75
Marketing	50909.18	25000	-25909.18
TV	0.00	2000	2000.00
Internet-TV	0.00	0	0.00
Information	26043.02	28000	1956.98
Medical Committee	3251.20	6500	3248.80
Appeal Committee	0.00	1000	1000.00
Disciplinary Committee	0.00	1000	1000.00
Total costs	CHF 1531045.87	1586890.00	55844.13
Profit	CHF 2739.90	0.00	2739.90

* The outcome of the material appr, system was:

Income	264847.95
Costs	227054.43

Balance sheet 31.12 2016

Assets

	01.01 2016	31.12 2016
Current assets		
Cash	1880.00	61.77
Credit Suisse 559200-11	349898.31	159570.67
Receivables*		
Claims 2010	95034.48	86112.69
Claims 2011	39353.83	26353.83
Claims 2012	44100.06	32700.06
Claims 2013	52200.00	51200.00
Claims 2014	68250.00	56250.00
Claims 2015	144459.69	34500.00
Claims 2016	0.00	181462.97
Prepaid costs	0.00	8568.82
Receivables from rel.parties	18540.07	21310.82
Total assets	CHF 813716.44	658091.63

Liabilities and equity

Current liabilities		
Accr, expenses & deferred income	-195090.00	-138355.00
Other current liabilities	-14524.96	-11179.07
Transfers to reserves	-281403.42	-194857.92
Development reserves	0.00	0.00
Material Board reserves 2014	-2974.33	0.00
Material board reserves 2015	-38998.81	0.00
Material board reserves 2016	0.00	-30234.82
Equity		
Retained earnings	-280724.92	-280724.92
Profit 2016	0	-2739.90
Total liabilities & equity	CHF -813716.44	-658091.63

Auditor's report

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- in any other way has acted in contravention of the Articles of Association.

My objective concerning the audit of the proposed appropriations of the company's profit or loss, and thereby my opinion about this, is to assess with reasonable degree of assurance whether the proposal is in accordance with the Articles of Association.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect actions or omissions that can give rise to liability to the federation, or that the proposed appropriations of the federation's profit or loss are not in accordance with the Articles of Association .

As part of an audit in accordance with generally accepted auditing standards, I exercise professional judgment and maintain professional skepticism throughout the audit. The examination of the administration and the proposed appropriations of the federation's profit or loss is based primarily on the audit of the accounts. Additional audit procedures performed are based on my professional judgment with starting point in risk and materiality. This means that I focus the examination on such actions, areas and relationships that are material for the operations and where deviations and violations would have particular importance for the federation's situation. I examine and test decisions undertaken, support for decisions, actions taken and other circumstances that are relevant to my opinion concerning discharge from liability. As a basis for my opinion on the Executive Board proposed appropriations of the federation's profit or loss I examined whether the proposal is in accordance with the Articles of Association.

Segeltorp 13th July 2018



Mikael Brandstam

Approved Public Accountant

INTERNATIONAL FLOORBALL FEDERATION

Financial Report 2017

Statement of income

INCOME		Budget	Diff,
Transfers	107000.00	115000	-8000.00
Participation fees	225000.00	235000	-10000.00
Organizers fees	145000.00	95000	50000.00
Temporary play	2250.00	5000	-2750.00
Membership fees	176000.00	180000	-4000.00
Fines	11700.00	15000	-3300.00
Sponsors & Advertisements	92182.70	169000	-76817.30
Value in kind	158890.00	158890	0.00
TV	187397.28	160000	27397.28
Radio	1089.18	0	
Office support	141412.11	141000	412.11
Development support	29302.50	30000	-697.50
Sales	0.00	20000	-20000.00
Lic, revenues & royalties	287600.65	305000	-17399.35
Material exemptions	1232.40	3000	-1767.60
Other	5369.43	10000	-4630.57
Total income	CHF 1571426.25	1641890.00	-70463.75
COSTS		Budget	Diff,
Central activities	19737.99	21500	1762.01
Office	663786.41	684000	20213.59
Central Board	22924.08	30700	7775.92
ExCo	56.58	7500	7443.42
GA/AM	11366.06	8500	-2866.06
External meetings	5953.46	19500	13546.54
IOC 50 Road Map	30228.76	30500	271.24
Parafloorball	4409.21	5000	590.79
Equality Function	904.60	7500	6595.40
Athletes Commission	8387.90	9000	612.10
WFC	237978.13	142600	-95378.13
U19 WFC	23701.11	22000	-1701.11
EFC	48776.65	45000	-3776.65
Champions Cup	90119.97	85000	-5119.97
World Games	78131.53	68000	-10131.53
WUC	0.00	0	0.00
Regional Games	0.00	9000	9000.00
Anti-Doping	23526.00	27000	3474.00
Rules & Competition Committee	14104.58	19000	4895.42
Referee Committee	16221.29	25000	8778.71
Development	25890.34	34000	8109.66
Development material	158890.00	158890	
Material*	111107.86	122500	11392.14
Marketing	16092.49	27800	11707.51
TV	10.59	1200	1189.41
Information	39045.59	23200	-15845.59
Medical Committee	54.08	6000	5945.92
Appeal Committee	0.00	1000	1000.00
Disciplinary Committee	0.00	1000	1000.00
Total costs	CHF 1651405.26	1641890.00	-9515.26
Profit	CHF -79979.01	0.00	-79979.01
* The outcome of the material appr, system was:		<i>Income</i>	287600.65
		<i>Costs</i>	244350.13
		<i>Profit</i>	43250.52

Balance sheet 31.12 2017

Assets

	01.01 2017	31.12 2017
Current assets		
Cash	61.77	0.00
Credit Suisse 559200-11	159570.67	183059.87
Receivables*		
Claims 2010	86112.69	85612.69
Claims 2011	26353.83	25853.83
Claims 2012	32700.06	31700.06
Claims 2013	51200.00	49200.00
Claims 2014	56250.00	53750.00
Claims 2015	34500.00	29500.00
Claims 2016	181462.97	65001.95
Claims 2017	0.00	224626.65
Prepaid costs	8568.82	24513.32
Receivables from rel.parties	21310.82	40276.87
Total assets	CHF 658091.63	813095.24

Liabilities and equity

Current liabilities		
Accr, expenses & deferred income	-138355.00	-377026.36
Other current liabilities	-11179.07	-13079.11
Transfers to reserves	-194857.92	-184668.72
Material board reserves 2016	-30234.82	-234.82
Material board reserves 2017	0.00	-34600.42
Equity		
Retained earnings	-283464.82	-283464.82
Outcome 2017	0.00	79979.01
Total liabilities & equity	CHF -658091.63	-813095.24

International Floorball Federation



PLAN OF ACTION 2019 - 2020

1. General

1.1. Organisational development

As defined by the International Floorball Federation (IFF) General Assembly in 2008, in Prague, Czech Republic, the IFF is an association which exists to nurse and service its member associations, in order to further promote and develop the sport of Floorball on an international level. IFF is the approved sole international governing organisation for all different types of Floorball, and an ordinary member of the Global Association of International Sports Federations (GAISF) since 2004. It was fully recognised by the International Olympic Committee (IOC) at the 123rd session in Durban, South Africa 2011 and has consequentially been a full member of the Association of IOC Recognised International Sport Federations (ARISF) since July 2011. IFF was approved as a member of the International World Games Association (IWGA) in 2013, strengthening our position in the international sports community. The IFF was further approved as associate member in International Masters Games Association (IMGA) in 2012. Our objective is to strengthen and put forward our position on the international sports field, in all the organisations we are working in collaboration with.

IFF today consists of a total of 69 member associations, out of which 44 countries are ordinary members. According to the present IFF Statutes and the IFF Licence System for participation in major events, the members are defined based on their activity level on the international floorball scene, and support and service is provided in accordance to their development tier. The IFF strongly urges all member associations, if they fulfil the requirements stipulated by the IFF Statutes, to apply for ordinary membership in the IFF. As a part of the implementation of the licence system, the aim is to promote the values of the system – ensuring that our members are aware of the content and the process.

Through the implementation of the IFF Licence System the IFF administration will more actively strive to support the provisional member associations to develop their operations, in order to become ordinary members and participate in the IFF events on some level. The objective is to have the General Assemblies of both 2018 and 2020 to approve additional ordinary members.

1.2. International focus

The basis for our existence and our operations for the first two decades has been to spread, grow and develop the sport globally, while at the same time seeking official approval and recognition from the international sports community. The IFF has now successfully secured the recognition and membership of all the major global sports organisations (IOC, SportAccord/GAISF, ARISF, IWGA, IMGA, FISU and WADA), so in what can be defined as the second phase of our existence, we now need to move to strengthen our positions and work towards a global growth.

The focus for IFF must change and we need to be a more active, stronger and more trustworthy partner of the international sport community, bringing forward ideas and operations which have proven to be effective in the Floorball community as a whole. It is key to grow the number of countries where Floorball is a major sport, both on and outside the field of play, during the coming ten years. The IFF must help with the development of the organisation, good governance, strategic planning and broadening the sports pyramid in these countries.

It is crucial that all IFF members continue to strive for national recognition to their respective National Olympic Committee (NOC) and National Sports Confederations, and put forth the most suitable, and internationally well-known, national candidates with the biggest chances to be elected, regardless of whether they be sports politicians or high ranking employees, and use the

success of the participation in The World Games 2017, in Wroclaw, Poland, as a door-opener to the NOC's and the National Sport Confederations.

The IFF General Assembly 2014 in Gothenburg decided to update the half-time revision of the strategic vision of IFF for the rest of the decade until 2020:

To continue to constantly develop as the internationally approved sole owner of the dynamic sport of Floorball building our own Brand identity, increasing the visibility and raising the awareness of the Sport. At the same time serving as an attractive sport for all and continuing to develop all its different forms and identities. Being a healthy organisation with sufficient human and financial resources, with between 75-80 national member associations, having and organising their own national championships and continental confederations.

Floorball is adaptable to be played on a global level taking into consideration all the different infrastructural conditions, according to the standardised game rules, with a WFC played with participants from five continents, based on the qualifications and being on the program of the Regional Games, the World Games and to reach the Olympic Games "Short List process" until 2020.

The approved strategy is the guiding lighthouse for our operations and is showing the direction for the activities of IFF, and the Plan of Action is defining these operational objectives and how to organise this activity.

The future of Floorball, as a growing sport, is very closely connected to the success of how the IFF and its member associations will be able to develop hand in hand on the national and international level.

The firm belief of the IFF is that the sport still has approximately 4-6 years in which to keenly present our strong international brand and presence, making it possible for Floorball to become, firstly, a sport on the Youth Olympic Games and secondly, on the regional multi-games, like the Asian Games, Asian Indoor and Martial Arts Game and the Euro Games. IFF needs to re-define its strategy in respect to the activities directed towards inclusion to the Olympic Games, as the prospect to be selected as one of the Additional Events by the Olympic Games Organising Committee is quite unlikely in Paris 2024 or in Los Angeles 2028, with a limited number of new events to be added. The objective should be to reach the Sport Initiation/SportLab of these events. As a part of this process we need to, where possible, test different playing formats.

1.3. Strategic objectives for 2019 – 2020

The IFF is building and steering its operational planning based on a number of documents, which are all approved by the members of the IFF General Assembly (GA). The IFF Strategic Vision approved in 2008, serves as the main long-term reference document for the direction of our overall operation until 2020, and was updated at the IFF GA in Gothenburg, 2014. This document, the IFF Plan of Action, serves as the short-term plan of what we need to do and how to reach the strategic objectives.

1.3.1. Increased number of members and enhanced member services

To increase the number of member associations is one of the main short-term targets the IFF needs to reach, in order to meet the stipulated requirements, of having roughly 75-80 active functional countries by the end of 2020, and to develop their activities and service level through the IFF License System and Each One - Teach one project. The IFF must continue to focus on, not

only, increasing the membership in Africa and Latin America, but also to take care of the existing countries, working to bring the new members up-to-speed and to help close the gap from as early as possible. Different sources indicate that, at present, there are around 90 countries where Floorball is played in one form or another. The objective for IFF must be to collect these countries under its umbrella and by the end of the period have close to 75 members.

IFF has changed the approach to actively seek for and connect to new Floorball groups and work together with expatriates from established Floorball members, in order to gain faster entrance in a number of countries. The IFF CB will continue the project to gain new member associations for the next two-year period. The IFF CB will investigate the possibility to form some type of regional offices or appoint contact persons in the different continents. The objective is to approach new countries in the multi-sport events, where we can showcase the sport. Also, the cooperation with Special Olympics International (SOI) is crucial as there are already over 40 countries participating in the SOI Floorball programs. This calls for an increased strategic cooperation with SOI based on a concept proposal.

To continue to grow and flourish, and thereby reach our vision and the set objectives, the most important factor for IFF is, without doubt, the welfare and positive development of our member associations. The stronger our member associations become, the more and faster they can develop Floorball on a national level, increasing the visibility and importance of the sport, in turn, the IFF will become stronger. However, it is important to understand that this requires a much tighter cooperation between all the stakeholders of the Floorball family, the IFF plans to organise bi-lateral meetings with the National Associations and targeted meetings like with the Core Countries representatives. Since 2005, IFF has continued the process to build and develop a wide set of operations, services and materials for the use of the member associations and floorball clubs. The last two years have clearly shown that through streamlining of the IFF organisation that more focus can, and will, be given to strengthening the operations of the members. The implementation of the IFF Licence System 2.0, based on the results of the License System Survey, will be crucial for further member service development.

The results of the IFF Associations' Audit, the IFF historic development project with the implementation of the Each One – Teach One (EOTO) bi-lateral mentor–mentee initiatives, has fulfilled its objectives and a number of bi-lateral projects are ongoing and the EOTO-project will be reported in the IFF GA 2018.

1.3.2. Development work

Floorball Development Seminars will continue to be run by the IFF as a way of bringing together more countries, but the IFF is equally willing to offer country-specific education in the field of coaching, organisation, refereeing or good governance issues. Striving for further development in the member associations has seen the introduction of Level 2 seminars in the field of Coaching and Refereeing.

Similar to what already exists for the international referees with their various classifications, the IFF will, during the period, create a certification system for coaching education to help the member associations, especially those currently without their own accreditation system. IFF will continue to make country-specific workshops to develop the member services of associations (competition and education), with a key aim to be to assist associations to fulfil the requirements of the licence system, so they can participate in IFF Events.

The forms of cooperation vary from material support to joint development clinics and seminars, and the IFF needs to especially focus on the regions where Floorball is not presently very well represented, such as Africa, Middle-East, South America and Central Asia.

1.3.3. Implementation of Licence System 2.0

Based on the questionnaire conducted in the end of 2018 with the national associations, the IFF CB will, in 2019, begin the process of implementing the License System 2.0. The aim of the questionnaire was to clarify in which tier each member association is presently situated and how to build a development plan for each country. The Licence System 2.0 will be in full force from the registration of the WFC 2020. The purpose of the License System is to help and guide the member associations to the next level and it requires that the IFF works in close cooperation with all members.

1.3.4. Lobby work and Multi-Sport Events

Even if the lobbying work of IFF has been very successful so far, with the full recognition of the IOC and receiving an undisputed place in the world of sport through the acceptance of Floorball in the multi-sport games, there is still more to be done. Up until now, the IFF strategy has been to secure participation in any multi-sport event, but in the coming period, a careful return on investment analysis must be made, so as to determine where we shall concentrate our efforts.

With the confirmed inclusion of Floorball to The World Games 2021 in Birmingham, USA, the IMGA European Master Games in Torino, Italy in 2019, and the SEA Games 2019 in the Philippines, it makes it necessary to analyse the resources of our activities and decide whether to enter new multi-sport games. A key objective is that IFF could secure the participation in more multi-sport events after 2019. The IFF is presently in the process to apply for participation in the GAISF Urban Games with a modified version of Floorball, based on the Urban Floorball concept.

There is a clear need to strengthen the internal communication between the main countries. This could be done through increased networking between the top 8-10 countries. Also, the need for the IFF Core Country meetings is evident and these should be organised on a yearly basis.

IFF will develop a package for National Associations to use to approach known celebrities, encouraging them to become Floorball Ambassadors in their respective countries. The lobby work must be directed not only on the International level, but also on the local and national level by the National Associations, to ensure that the best possible result is achieved. The CB will need to discuss how to communicate the importance of moving forward in the international scene to all stakeholders, including clubs, member associations and their leadership and to have the international work included in their strategic plans. During the period, IFF will actively seek inclusion into the framework of the international organisations, like the GAISF or WADA.

With participation in the Birmingham World Games 2021 already secured, the focus will change from seeking for a place in the games, to how Floorball can enhance the games and what we can bring to the event. Based on the level of the games in Wroclaw, the visibility in ordinary and social media from the event and, more than anything, how the Floorball fans followed it whether they were in Wroclaw or at home, the success of the Wroclaw World Games 2017 has helped to define the brand value of our sport. For Birmingham the key success factor will be our ability, in co-operation with the US Floorball Association, to localise the strength and support for Floorball in the Birmingham region.

The IMGA European Master Games, to be played in Torino, Italy in July 2019, will act as the inaugural IFF Masters World Championships and will be strongly promoted by the IFF.

After the disappointment of failing to secure participation in the SEA Games 2017 in Malaysia, the IFF and the regional member associations have worked diligently to push for Floorball's future inclusion and are very close to secure the continued presence of Floorball in the coming SEA Games in Manila, the Philippines in 2019 and beyond.

In Africa, the IFF will continue the development of the competitions. The African Cup was played for the first time in 2018 with west African countries, but the aim will be to find a way to have participants from both east and west African in the future.

Once again, it is vital to stress that the inclusion to the NOC's is a key issue for all members since it is the NOC who, in nearly all cases, decides if and when Floorball may take part in a multi-sport event.

1.3.5. Marketing and TV/Streaming

At present, one of the major obstacles for a faster development of the IFF and more support to be given to the member associations, is that IFF does not receive an amount even close to the level of marketing rights income to that which is needed. The IFF Marketing function aims to secure the IFF Title sponsor and two main sponsors during 2019. An increase in external funding is the key for further development of IFF services and activities. In addition, the possibility for broader cooperation with the Euro Floorball Tour (EFT) countries has to be evaluated.

IFF has secured a range of Floorball material equipment sponsors for the period 2019 – 2022 to keep the same look and feel of all IFF Events, which has helped in branding Floorball. The IFF Corporate Identity will be developed to better suit the demands of the increased activation of the Floorball brand.

By using the results of the Sportcal Global Sport Index surveys of the adult World Floorball Championships and the Floorball Fan Brand Value research, the objective is to improve the sales process and to thus achieve better sales results. The IFF will continue to cooperate with selected agencies in Finland and Switzerland, and in addition, there will be a Public Service Announcement (PSA) statement built to market the sport. IFF will run several marketing campaigns and, based on these, an evaluation will be done to study the cost-benefit effect.

One of the key factors for success in the field of sponsorship sales is, without doubt, the increased visibility of Floorball on TV and on internet-TV platforms. IFF and the Floorball family has already proven to be very successful, in some cases even better than some well-established Olympic sports, when it comes to TV and streaming coverage. IFF will continue the cooperation with the Olympic Channel which started with the WFC 2016 and continue the streaming of all IFF events on the IFF YouTube channels as well as The World Games channel. IFF will continue to act as the producer of the TV signal for the major events and work with the coordination of the uplink and the satellite segment. During the period, the IFF needs to investigate and plan for a move from YouTube to an Over-The-Top (OTT) platform, fully managed by IFF, in order to maximise the monetisation of content and increase revenue.

The more active use of the social media channels is essential for our future and we will have to look at ways to also commercialise our presence in the social and mobile media. To secure the best possible result, the support of, and the active cooperation of, the member associations will be needed.

1.3.6. Future of Floorball

The experience of The World Games in Wroclaw, Poland 2017 with a shorter game time, smaller teams and very intense and exiting matches, fostered a discussion of the need to change the format also for the IFF Major Events. As discussed in the IFF Associations Meeting in Bratislava 2017, the member associations were clearly in favour to change the structure. In the time leading up to the General Assembly, there has been a number of concerns raised of the effect of the discussed changes. Therefor the CB will continue to research and evaluate the best possible set-up for a future game format with the member associations and bring a proposal to the Association Meeting in Switzerland. The aim is also to execute some testing during the two year period, so that

the effect on both a domestic and international level can be fully evaluated. The objective is to prepare a proposal for the General Assembly 2022.

In general it is necessary for us to streamline the top product of Floorball to better fit in to the multi-sport events and increase interest towards the sport. Through a number of test events during the seasons 2019-2020 and 2020-2021 there is a need to assess how the playing system changes can best be implemented, as the proposal is to implement the new conditions.

It is a must that IFF needs to have a larger number of countries organising IFF Events in the coming years and in order to achieve this the IFF will, in 2019, look over a new financial model for the organisation and the Rules and Regulation Committee will prepare the guidelines for event organisers.

The IFF Strategy for 2019–2020, will have to be evaluated during the period and the preparations for forming a new strategy until 2032 will need to be presented at the IFF General Assembly 2020 in Helsinki, Finland.

1.3.7. Ethics

IFF will continue to develop the activities inside the organisation and towards the member associations to promote the positive values of sport, as described inside the IFF Good Governance Policy. These include fair play in a game without match-fixing and a doping-free sport, giving our athletes the chance to perform in an environment without racism, hooliganism or other kinds of intolerance or violence. The IFF Guidelines against Sexual Harassment & Abuse will be updated and a stronger focus of implementation will be taken, both within the IFF and the member associations. When it comes to the work against doping and enhancing good governance structures, Floorball in general is standing out positively already, and this will on a national and the international level become more important and is an in which we can make a difference and increase the awareness of Floorball even faster.

2. Administration

The IFF administration, consisting today of eight full time employees and the use of seasonal trainees, has continued to increase the number of services and operations during the last thirteen years. The growing number of competitions and IFF initiatives, the increased demand for services provided to the stakeholders, as well as the demands that IFF shall carry out more tasks on behalf of its members, requires that the IFF administration, if it is to be able to uphold and further enhance the service level to our members, needs to develop both in numbers and quality. There is a discrepancy between the need to increase the number of employees and the missing funds of realising this. The IFF office staff is the biggest asset the federation has, and it is imperative for the continuing development of the organisation. There needs to be succession planning created to secure the consistency of the organisation with priority tasks and services, which must be upheld.

In connection to the development of the Champions Cup for 2019 and forward, the CC-stakeholders decided to continue to financially support a sales coordinator together with IFF, who has been employed by the IFF and is responsible for the marketing of the event, in co-operation with the stakeholders.

Since the General Assembly in 2004, the IFF office has been located in Helsinki, Finland. In 2016 the IFF signed a new agreement with the Finnish Floorball Federation whereby they will provide IFF with office facilities until the end of 2020, and therefore the IFF office will remain in Helsinki for that time period. The IFF CB shall start the preparations in 2020 for a new agreement with the Finnish Federation, with the aim to keep the office in Helsinki for a future period. The process to

register the IFF in Switzerland has begun at the Registre du Commerce et des Societes to clarify the legal seat of the IFF. The IFF will, in the coming period, open a satellite office in Lausanne, in connection to the International World Games Association offices.

The growing work load of the IFF administration will require different measures in the coming years. One solution is to use more in-house interns to work in the different fields of the activities, and the office will continue seeking opportunities to employ different trainees and civil workers on a project basis. Another approach is to start outsourcing certain duties like the increasing social media presence has been done already and the utilisation of the IFF YouTube channel. Since the IFF office has been financially self-funded for over fourteen years, and the turnover of the budget has increased relatively slowly during the last eight years, IFF needs to look more carefully on our revenue generation, in order for IFF to live up to the promised service level.

At the end of 2018 the IFF administration reached eight employees, consisting of a Secretary General, Competition Manager, Event Manager, Communications & Anti-Doping Manager, Operations Manager, Sales Coordinator, Information Coordinator and an Office Coordinator. The additional resources shall be directed to the fields of competition, marketing/TV/information and development. The next field where there is a need to increase capacity is the competitions where both quality and quantity is required to grow. On a regular basis, the IFF will inform our member associations about the different fields of responsibilities of the employees via the IFF web page and through our newsletters.

When, and if, the financial situation permits, the administration will be strengthened during the period between the General Assemblies in order to meet with the IFF Vision and Missions.

One task for the IFF office is to assist our member associations to become better familiarised with our education and information materials, as well as the regulations and how best to follow them, especially in connection with the playing of Friendly Internationals and the use of competition related services.

3. Central Board

The Central Board of the IFF will continue to allocate specific areas of responsibility to each CB member. These special responsibilities will be assigned to the respective Committees, Functions, Office and, if required, to a special working group. This will give even more time for the CB to concentrate on the top level strategic and political questions, which will help to determine what is best for world Floorball, and to help spread and develop Floorball worldwide. The tested approach with dividing the CB meeting into a working session on a few strategic questions the first day and having the meeting the second day has proven to be very successful and will continue to be implemented for future meetings.

The role of the Central Board has the nature of a more strategic level decision-making body, working with the overall political questions and direction of the movement, whereas the Executive Committee (ExCo) plays a larger role in the tactical questions, and the Office carries the operational responsibility in accordance with the decided direction. The Central Board will have three to four meetings per year, out of which at least two are organised in connection to IFF events, but the CB will need to look over the scheduling of these, since the possible demands might require a change in the meeting calendar.

The IFF Executive Committee (ExCo), consisting of the President, the Vice President, Treasurer the AOFC Senior Vice President and the Secretary General, will handle and prepare the upcoming issues for the CB and take decisions where they are needed, in order to increase the efficiency. The past legislation has fully proven the necessity of such a body. The IFF President and the

Secretary General bear the responsibility of developing the contacts to the international sports community for the CB.

The IFF CB will establish a special working group to revise the IFF Juridical Regulations in relation to the statutory changes to be approved by the IFF General Assembly 2020.

4. The Committees and functions

The Central Board will continue the chosen line to have a limited number of operational bodies – Athletes' Committee (ATC); Entourage Committee (ENC); Ethics Commission (ETC); Medical Committee (MC); Referee Committee (RC); and Rules and Competition Committee (RACC). The tasks of the RC and the RACC will be assessed to see if there is a possibility to better develop the way the committees are structured and how they are currently working.

The other fields of activity are organised into functions lead either by a CB member or a staff member. The functions for marketing, lobbying, and regional development are led by CB members. In addition to these, the IFF operates other functions such as development operations, equality, information, marketing operations, materials, and ParaFloorball. The responsibilities of the committees and functions are allocated by the CB. Additionally, the CB will ask the Secretary General to appoint the relevant employee to act as the secretary of the committees.

Athletes Commission (ATC)

The Athletes Commission (ATC) is now elected during the adult WFC qualifications which allows for a much greater number of athletes to participate in the voting. With the introduction of the new system, the men were last elected during the WFC 2016 and their next election will be during the qualifications in January / February 2020. The current female representatives will continue serving until their elections in 2021, and the chair of the Athletes Commission (currently a female) serves ex-officio on the IFF CB and will remain in this position until after the female elections in 2021. Representatives from the ATC are now included in the Referee Committee, the Rules and Competition Committee, and the Rules Change group. One ATC member has been identified as a key candidate to be educated in Anti-doping matters and will be the 'face' of the IFF's AD education work, including assisting IFF staff with Outreach programmes during events. When appropriate, they will also attend WADA conferences as an IFF ATC representative.

The ATC has extended its work in regional areas, especially in Asia Oceania, and the members help to promote the ideals of the IFF and educate on IFF campaigns, such as Anti-Doping and match-fixing awareness. They will continue the work in the region to help strengthen the ties between the many developing countries in the region and the more established European members. The ATC continues to work to increase the visibility and awareness of its work and the members will draw on their Floorball experience to act as role models and Floorball mentors. During the U19 WFC in 2018, the ATC conducted on-court training sessions with local players as well as participating national teams and this kind of face-to-face work will be a feature of the ATC in the future. The U19 WFCs remains the best event for the ATC to really make an impact on young players, while during the adult WFCs the ATC members (who are not playing at the event) will be used in media and IFF promotional roles. The overall aim of the ATC continues to be to act as the voice of the athletes in the IFF's decision-making process.

Medical Committee (MC)

The Medical Committee (MC) will continue to focus its work on analysing and following the requirements set by WADA and adopting them to the IFF Anti-doping rules and regulations, administrating the IFF TUE procedure, evaluating the IFF in- and out-of-competition testing programme and the Anti-doping education programme.

The MC will also continue to develop the collection of Injury Information from the IFF Events, which has already led to one scientific study published by Ms. Kati Pasanen (FIN) in cooperation with the

IFF. The IFF MC will also evaluate the possibility to start collecting injury data from the U19 WFC Events.

Referee Committee (RC)

There has been a positive increase in the amount of the referees during the last two years and the Referee Committee (RC) will work towards their objective to have even more referees from a larger number of IFF member associations. One key target is to start to develop the referee work in Africa to help secure the level of officiating in the games from early on. The work done in Asia has proved that concentrating on the right topics and issues pays off very well. It is also important to find proper local forces so that the development can be secured for the future.

The continuing challenge for the RC is to increase the number of female referees and, for that to happen, close co-operation with the IFF member associations is crucial. The RC needs to get first-hand information of developing female referees so that we can take affirmative actions to get them to the education programs and to become international referees. Once they reach this level the focus must be on how to help them stay as international referees for a longer period of time. The RC will work to increase the number of referee observers and educators, searching for those with the most suitable and professional skills, to be part of the IFF events and IFF development program educations.

Rules and Competition Committee

The Rules and Competition Committee (RACC) will continue to focus on dealing with the changing requirements the fast development of our sport sets on our regulations and competition structure. The main task remains with the ongoing evaluation of the Adult as well as the U19 World Floorball Championships playing system and the timeframe for the playing of these competitions. We are seeing a lot of other sports changing the scheduling of their events which will have an influence on the timing of IFF events as we aim to avoid clashing, because of the impact on possible TV coverage and sponsorship deals. This will have to be monitored closely by RACC.

In addition to the regular administrative work of running the IFF events, the RACC will continue to modify the Competition and Organiser Regulations as needed. The introduction of new age categories for international events will be developed, and the international calendar will continue to be revised. A major change of the way that Floorball is played, in regards of the length of matches and the number of players, is likely to be finalised in the coming period. A review of the U19 WFC playing system will also most likely see a new structure introduced for the final round event.

The RACC needs to prepare for the date change for the term of the Men's WFC in October – November 2022 and the implications it will have for the regulations and IFF guidelines. The potential test for the new game system for International Events, will need alterations of the rules and regulations, the RACC will have to deal with.

Ethics Commission

The IFF Ethics Commission (EC) will continue to work with the documents guiding the IFF operations and the implementation of the Good Governance principles. The questions of preventing of sexual harassment, illegal betting and match fixing are also high up on the agenda.

The Ethics Commission will also prepare a set of guidelines for what type of cases the ETC will deal with and how they shall be reported to the ETC using the IFF ETC Complaint Form.

Entourage Commission

The ENC will restructure its activities and seek advice from the IOC and GAISF to formulate its objectives.

5. Competitions

The Adult World Floorball Championships (WFC) will be played for women in Neuchâtel, Switzerland from 7th – 15th December 2019, and the Men's WFC 2020 will return for the third time to Helsinki, Finland. IFF will continue with the regional qualifications, which are played in January/February of the final round year. Although the current qualification system, which requires the participation of all countries registered for the event, apart from the organising country, has been both successful and popular, it will be re-evaluated to consider other options, based on the decisions of the IFF General Assembly.

The U19 World Floorball Championships (U19 WFC) will from 2021 take the first steps towards a system more like the Adult WFC without an A- and B-division. The RACC will continue to evaluate the playing time and the playing system of the U19 WFC's.

The appointment of organisers for the IFF major competitions follows a specific appointment schedule, meaning that a first letter asking for organisers is sent 72 months prior (six years) to the competition and the appointment is made 48 months (four years) prior to the competition. The organiser bids are done using the IFF Event Management Tool and the Bid Evaluating tool. As a part of this process there is a need to address how best to secure profitability and increase marketing and organisation revenue for both the IFF and the organising national associations of major events.

Unlike the other IFF competitions, the top club competition in Europe, the Champions Cup (CC), is run by the EFT-countries in cooperation with IFF. The CC which was introduced in 2011, was re-organised for the period 2015-2017 as a three-day event with the national champions of the Czech Republic, Finland, Sweden and Switzerland together with the winner of the EuroFloorball Cup (EFC) and one second team of the organising country for men and women. The CC will from January 2019 be played as a final four event. The Champions Cup Steering Group continues to work with building a proposal for a new playing system to supersede the final 4 from 2023, with the idea being to introduce a playing system of home and away matches involving all national club champions in Europe.

The overall goals of the CC continue to be more spectators, positive financial results and broader visibility for the event. The promotion of the CC and the other club competitions will be key in the process and it will be led by the IFF Sales Coordinator, together with the Champions Cup Steering Group.

IFF will continue to organise the EuroFloorball Cup (EFC), which is scheduled to be played every year in October with 6 + 6 teams for both men and women. The EuroFloorball Challenge (EFCh) is scheduled to be played in August and the winner of each Challenge event directly qualifies to the next higher-level event in the following year. This means that no team must play in two competitions within the same year. The EFC and EFCh are organised for the 5th and lower ranked teams. As the interest in the EFC has faded a little, especially with the removal of the winner qualifying for the Champions Cup, an inquiry will be made to see how the concerned associations and their clubs would like to play the tournament. The EFC and EFCh competitions will continue as it is for the next two years, with an eye being kept on the participation levels.

In the Asia Oceania Floorball Confederation there are plans, alongside the AOFC Princess Cup for national teams, to set up an AOFC Club competition in the coming years, which will be played with club teams from the different countries to promote the sport in the region. The AOFC Princess Cup will be the test point for development of the sport on the Asian Continent and serve as a path for initiation of new teams to the International competition.

The first Africa Floorball Cup was played in 2018 using the Urban Floorball concept. This initial tournament included only countries from West Africa so a plan of how to include both the Eastern and Western African members into one single tournament will continue during the period.

IFF will continue to cooperate with Sportcal to conduct a set of in-depth research projects (Global Sport Index) on the effectivity and effect of our Adult World Championships. The data collection for the research will be conducted in cooperation with the local organiser.

6. Participation in International Events

The strategic evaluation of which multi-sport games IFF is seeking inclusion in, was taken after the evaluation of the IOC Agenda 2020 and IFF has now entered The World Games and European Master Games. The Olympic Agenda 2020 clearly indicates that these two global multi-sport events are on the radar of the IOC. It is of course important to be able to participate in also other multi-sport events on a regional level, like the South East Asian Games. Over the next period, the IFF will work with the following multi-sport events and the International organisations:

The World Games (TWG):

The World Games will next be held in Birmingham, Alabama, USA in 2021 and Floorball will be played with 8 men's teams. The final number of participants (players & officials) is still to be confirmed by the International World Games Association (IWGA). The IFF has already begun our co-operation with the IWGA, the Birmingham local organisers, and the USFbA in preparation for this event. There is a lot of work to be done within the USA to raise the profile of Floorball and this activation work must begin as early as possible, especially in the local & regional areas of Birmingham.

International University Sports Federation (FISU):

The 9th World University Championships will be played in 2020 in Koper, Slovenia. It is organised by FISU in conjunction with the Slovenian University Sports Association, supported by the Slovenian Floorball Federation and IFF. The discussions will also continue with FISU, in order to see what possibilities there are for Floorball to gain access into the Universiade.

International Master Games Association (IMGA):

Floorball will be included to the European Masters Games for the first time in 2019. The event will be held in Torino, Italy in July/August. Categories will be open to: Men 35+, 40+, 45+, 50+; Women: 30+, 35+, 40+. Teams do not need to be 'national' teams, anyone is free to register, but IFF will need to work closely with the National Associations to promote this event and ensure a high level of participation.

Global Association of International Sports Federations (GAISF) – previously SportAccord

Discussions between GAISF and various sports bodies, including IFF, regarding the World Urban Games continue. GAISF have launched a bid process for a host city and are aiming for the inaugural event to be held in 2019, which IFF has been invited to bid for participation.

Regional Multi-Sport events:

The process and work to include Floorball on the programme of the South-East Asian (SEA) Games 2019, in cooperation with the Philippine NOC, the Philippine Floorball Association (PFA) and the AOFC, was a very difficult and long road, but we are still very close to be included and the decision will be made in November 2018, it was finally confirmed that Floorball would be included to the event. The IFF will work with the PFA and all the AOFC member countries to try and ensure the highest possible participation in the event.

The 2019 SEA Games are scheduled to be played from 30th November to 10th December which will clash with the Women's World Floorball Championships (7th-15th December) which will cause some problems that need to be addressed in the coming year.

The Asian Indoor and Marshall Arts Games in Thailand 2021 will give floorball a possibility to participate in the event.

The IFF will work together with, and support the development of Floorball in, the following International Sports Organisations and their Events:

- International School Sports Federation (ISF)

7. The Rules of the Game

The preparation of the Rules of the Game - Edition 2022 (valid from July 1, 2022) will start during the period. Evaluation of the Edition 2018 will be done continuously and possible updates will be decided by the CB and can be put into force already from 2020.

The normal process for changing the rules of the games is that the new rulebook should be changed in a 4 years rotation. The following milestones must be set within this period:

- *October 2019*: Request shall be sent to all member Associations and all persons in the IFF bodies urging them to send in proposals, with a priority list and in a special template
- *February 2020*: Deadline for sending in proposals
- *March 2020*: Rules group meeting. Preparing a list of rules for testing and asking for test Associations. Asking for feedback from IFF RC, RACC and Athletes Commission on the Changes in the book
- *April 15th, 2020*: Dead-line to apply as test Association
- *April/May 2020*: CB-decision of test Associations
- *September 2020*: Deadline for feedback from IFF RC, RACC and Athletes Commission
- *February 15th, 2021*: Collection of experiences
- *March 2021*: Rules group meeting. Asking for feedback IFF RC, RACC, IFF Office and Athletes Commission on the final book
- *May 2021*: Deadline for feedback from IFF RC, RACC, IFF Office and Athletes Commission
- *September 2021*: IFF CB makes final decision and new IFF Rules of the Game is sent to all member Associations
- *December 2021*: RACC organizes a seminar for Interpretations of the Rules of the Game. All member Associations will be invited to participate on their own cost
- *July 1st, 2022*: The new edition of the IFF Rules of the Game becomes valid

8. Anti-Doping work

Protecting the sport and clean athletes is one of the major tasks of the IFF. In 2003 the IFF became a World Anti-Doping Code signatory and has implemented the World Anti-Doping Code ever since. The "Code" is the fundamental and universal document upon which the World Anti-Doping Programme in sport is based. The process of updating the World Anti-Doping Code and all the International Standards has again started, and the IFF will continue to follow-up and comment on the draft versions that will lead up to the publication of Code 2021. The IFF will also start preparing for the changes in the IFF Anti-Doping Rules that this will come from the new Code.

In co-operation with the National Anti-Doping Organisations (NADOs), the IFF will continue to implement the IFF Anti-Doping Education Programme with the primary education target groups being U19 teams and any new nations entering IFF events. In addition, the IFF will continuously evaluate the IFF Education Programme and its Anti-Doping awareness campaigns.

9. Development Work

The success of international Floorball is based on the development of the IFF, the National Associations and the Floorball family, as a whole. This is the ideal which shapes the overall IFF development work. IFF will continue with the Floorball Development Program which has, throughout the years, turned out to be a very good way to get more people and more countries to be involved with Floorball in a proper and sustainable way.

The Each One Teach One (EOTO) initiative will also be kept in the program but has been slightly restructured and will, in the future, concentrate more on tailor-made solutions for bilateral partners. The challenge is that the IFF member associations also need to define and pinpoint the development aspects they need help with. That sometimes has turned out to be quite challenging and, in the future, the IFF development function needs to take that under consideration while co-operating with the IFF member associations regarding the EOTO.

The IFF needs to continue growing, both in the number of players as well as in the number of member associations, as this is one key factor for increased visibility, awareness and increased market value of the sport. Continental and Regional development is key to this. The prospects in Africa are very positive and therefore IFF will continue our close co-operation with the most active members in Africa, working to lower the barrier for the existing non-member associations to apply for the membership of the IFF. IFF also has members in Latin America but so far it has been a challenge to find suitable ways for the members to co-operate, especially in the competition sector, and the IFF is planning to run a joint seminar for all Latin American members during 2019.

The cooperation between the IFF and the Floorball manufacturers has, since 2001, been directed through the IFF Material Board which consists of representatives from the biggest Floorball material manufacturers and the IFF. The main task of the IFF Material Board is to focus on what types of technical changes are needed for Floorball material and evaluate the direction of development. The Material Board is also making proposals to the IFF concerning the revision for the IFF Material Regulations version 2020. The other task of the Material Board has been to find ways for how the manufacturers and IFF can cooperate in different ways to promote Floorball worldwide. The usage of the surplus from the material approval system is being discussed within the board and will be decided on by the IFF in the coming period. The process of the changes of the actual technical requirements continues, and eventual changes take place every second year, next time in 2020, with proposals sent in by manufacturers in February 2019.

The IFF has re-signed the contract with the technical institute RISE, in Sweden, for the coming three-year period, 2018-2020, which concerns the administration of the material testing of new material and the materials in the retail markets.

10. Communication

The IFF aims to continuously improve the quality of communication as part of its overall commitment to promote the sport and increase participation levels among all ages, genders, cultures and abilities. The IFF publishes a variety of different content and utilises different digital marketing and communication channels. We also assist our Member Associations and other stakeholders by spreading and promoting their activities through the IFF channels. As the IFF's official language is English, and in an effort to treat all members equally, we focus on news that is sent to us in English from the IFF stakeholders. On social media we continue to actively search for interesting posts/tweets with #floorball that we can share, and we encourage our stakeholders to use this hashtag.

What we communicate:

- Inside of IFF news (decisions, rules, meetings, CB, committees)
- IFF events news

- IFF Member Associations news
- National League news
- International Floorball tournament news
- Other stakeholder news
- New Floorball countries news
- International player transfer news
- Sponsors & Partners news
- International Partner Organisations news (IOC, IWGA, GASIF, WADA, FISU, Special Olympics etc.)

Where we communicate:

- Official IFF website + IFF event websites
- Social Media (Facebook, Twitter, Instagram, Flickr, YouTube, LinkedIn)
- Newsletters
- IFF Events Mobile App

The steady growth of the IFF YouTube channels continues. All IFF major events are now required to be streamed and organisers of lower tier IFF events are strongly encouraged, and in some cases financially supported, to provide streaming of their events. The future aim would be to have every international match available on an IFF video channel – whether this be YouTube or another platform, perhaps even a pay-per-view system. The viability of this kind of platform will be investigated during the coming period. It is possible for IFF Member Associations to access the YT channels to stream their own events free of charge, depending on the availability of the channels.

11. Equality

The IFF GoGirls! Floorball project will continue to promote the participation of women in Floorball. In 2019, which is the Women's WFC year, the IFF will conduct some special projects such as coaching education or events aimed at increasing participation of girls in Floorball. Although some specific projects will be held, the overall purpose of the project will still be to focus on providing materials for use by players, coaches, parents, local organisations, clubs and National Associations that give ideas of practices and projects that can be implemented. The main aims of the project are to increase the number of females in Floorball, teaching them how to play, and keeping them playing. The project focuses not just on players, but also female coaches and referees.

The GoGirls! Ambassador programme was first introduced in 2017 and will be used again in 2019. This programme will see each of the teams that qualify to WFC 2019 being asked to nominate a player as their GoGirls! Ambassador. In the lead-up to WFC a series of stories based on interviews and materials from these ambassadors will be used to showcase female floorball in each of those countries. A similar project will be implemented for the U19 WFC 2020.

The IFF encourages all National Associations to use the materials provided by the IFF and implement programs that are suitable for their particular development stage. Since its inception, many associations & clubs have used the GoGirls! Floorball idea for camps and integration programmes. The IFF will continue to support all requests for materials and promotions.

An update of the IFF Sexual Harassment & Abuse policy was done during 2018 and an assessment of its application, with IFF and member associations, will be taken during 2019/20. Gender Equality Portrayal Guidelines, based on material from the IOC, will be developed during the coming period.

12. Special Olympics & ParaFloorball

The IFF will continue to actively cooperate with the Special Olympics organisation, which has proven to be a good path chosen for developing floorball in new parts of the world. The IFF will also start preparing for the next Special Olympics World Winter Games in 2021 in cooperation with the Special Olympics and continue to organise demonstration matches at the major IFF Events. In addition, IFF is supporting the International PowerChair Hockey (Floorball) organisation, which currently is a member of IWAS. In addition, the IFF is also cooperating with the committee for Manual Wheelchair Floorball and demonstration matches are for example organised during the IFF Events.

13. Finance

The key for IFF's financial success is an increase in external funding, which can best be reached through sponsorship sales. We will continue to work to find a Title and a Main sponsor for the IFF and look upon how the marketing rights will be distributed with the organisers of IFF events, in order to strengthen the finances of the IFF and the Local organisers.

In relation to the requirements of the Licence system, the IFF will, during the period 2019-2020, continue to follow up on the issue of the outstanding debts of the IFF member associations, in accordance with the guidelines given by the IFF auditor. The situation of several IFF members who are showing large financial strains is concerning for the IFF. At present, there are risks that the low liquidity of the IFF will cause operational disturbances for the organisation in the future.

The Budgets and Financial Reports will be published on the IFF web site. As in the past, IFF will look for a healthy financial situation and strive for a breakeven financial result. The IFF CB started in 2018 to look at possible investment in new match statistic software, and this work will continue during 2019.

The CB will have to find new funding sources for the IFF as the present models clearly are not adequate for the continued growth of the organisation and additional services that we need and/or wish to provide.

As a priority, the IFF will focus on supporting the establishment of membership licensing systems in our member countries where it currently does not exist or is limited. This will provide the opportunity for the Floorball community to increase the level of funds in the total sport and thereby relieve some pressure on the IFF budget with more members becoming financially self-sufficient to continue their development.

14. Marketing

In general, one can say that Floorball is growing with all possible measurements. We have growth in licensed and recreational players, as well as spectators in events and viewers on tv and the internet, which makes marketing the sport much easier. In addition, the inclusion into well-recognised multi-sport events like The World Games and European Masters Games gives us more credibility and leverage on the international arena.

In the future, the marketing efforts of the IFF will be increasingly based on values. As a step to develop this further, a Floorball Fan Value Base research has been initiated in autumn 2018 and the final report will be available in January 2019. The survey is being conducted together with one of the top schools in the world, the Glion Higher Institute of Education. As we gain better understanding of the values which drive our fans we can more efficiently construct our core message, as well as plan our partnership offering and sales. It also remains to be seen if the value survey will cement our slogan "One World, One Ball, Floorball" or if it needs to be iterated based on the findings.

As marketing is an integral part of sales, this will also strongly guide our sales. There are already proven results of very well-functioning value-based sponsorship models on a national scale, but it will take some time to pinpoint the strongest core values for Floorball. Developing new models based on the finding of the survey will commence immediately in Q1 2019 and IFF will work closely with the Core Country Marketing Network Group (CCMNG) to further develop the new models and strive to collect and distribute nationally proven models to other Floorball markets.

There are several on-going development projects which aim to improve the engagement elements, visibility and measurability of our sponsors. Many of these projects are in the digital area and include, for instance, branded fan activation, joint social media campaigns and video content marketing. The IFF is also investigating tools for measuring the results of sponsor actions.

As the key channels in our marketing and communications are digital, we will continue to build on our well-established social media channels, which will not only serve the fan community, but also increasingly our partners. On top of working with the well-established SoMe channels there will also be efforts put into building a stronger presence in LinkedIn to target the B2B-sector. Part of this development will be the renewal of the IFF website which was launched in October 2018. The new website coincides with our participation in the GAISF .sport domain initiative, which means we will be among the first movers to take up using the .sport domain (floorball.sport). This is part of GAISFs' larger project to increase the awareness of sport and federations with the use of an appropriate domain name.

To attract further interest in sponsors (and potential host cities) we will utilise the findings from the Sportcal GSI Event Studies conducted in each of the adult WFC's, until 2020. The results of the studies have already sent a strong message about the economic impact the WFC has on the local businesses. Future LOC's have already set some good examples by structuring their offering not as a one-off event but a long-term project which makes it much more interesting for the partners. For example, "The Road to Helsinki (WFC2020)" concept includes activations and visibility for 2019 and 2020 and therefore also spreads the customers investment over two year's budgets.

Direct contacting will be spearheading the IFF sales efforts during the following years. The Sales Coordinator will have an active role in personal selling. Alongside direct sales he will also utilise the help of the sales partners, one in Finland and one in Switzerland. The overall aim is to have two new sponsors by the end of 2019 (them being either Main or Title) and further increase the number with at least one more in 2020. The target is to close long-term, four-year agreements.

BUDGET PROPOSAL 2019-2020

To be proposed by the IFF Central Board to the General Assembly 08.12.2018

			GA 2016	Budget 2019	Budget
		Result 2017	Budget 2018	Proposal	2020
					Proposal
COSTS					
Cost Centre					
10	Central activities	19737.99	23,000	22,500	22,500
11	Office total costs	663786.41	724,000	783,000 ¹⁾	883,000 ¹⁾
12	CB	22924.08	37,700	37,700	37,700
13	ExCo	56.58	7,500	5,000	5,000
14	General Assembly/Associations meeting	11366.06	8,500	9,500	12,500
15	External Meetings	5953.46	20,000	15,900	16,100
16	IOC 80 Road Map	30228.76	31,500	16,500	16,500
17	Parafloorball	4409.21	5,000	5,000	5,000
18	Equality function	904.60	7,500	10,900	9,900
19	Athletes Commission	8387.90	9,000	9,000	10,000
20	WFC	237978.13	151,600	190,700 ²⁾	202,700 ²⁾
21	U19 WFC	23701.11	22,000	29,000	29,000
22	EFC	48776.65	45,000	44,000	44,000
23	Champions Cup	90119.97	89,000	85,000 ²⁾	85,000 ²⁾
24	World Games	78131.53	0	0	0
25	WUC	0.00	10,000	0	10,000
26	Regional Games	0.00	9,000	5,500	5,500
29	Anti-Doping	23526.00	30,000	36,000	36,000
40	Rules & Competition Committee	14104.58	19,000	19,000	19,000
50	Referee Committee	16221.29	25,000	30,900	26,900
60	Development	25890.34	34,000	42,050	42,050
61	Development equipment	158890.00	158,890	158,890	158,890
70	Material	111107.86	122,500	120,100	120,100
80	Marketing	16092.49	27,800	69,450	69,450
81	TV	10.59	1,200	1,200 ²⁾	1,200 ²⁾
83	Information	39045.59	43,200	45,700	45,700
89	Medical committee	54.08	6,000	6,000	6,000
91	AC	0.00	1,000	1,000	1,000
92	DC	0.00	1,000	1,000	1,000
TOTAL		CHF 1,651,405	1,669,890	1,800,490	1,921,690
1) Based on 8 (2019) resp. 9 (2020) full-time employees + office space					
2) TV/Internet-TV costs are mostly allocated to actual cost centre					
INCOME		Result 2017			
Account					
3011	Transfers	107000.00	115,000	115,000	115,000
3012	Participation fees	225000.00	223,000	216,000	223,000
3013	Organizers fee	145000.00	145,000	143,000	179,000
3015	Part.fees - non-competition	0.00	0	0	0
3019	Temporary play	2250.00	5,000	6,000	6,000
3210	Membership fees	176000.00	180,000	190,000	194,000
3219	Fines	11700.00	15,000	15,000	15,000
3250	Sponsors & advertisements	92182.70	190,000	245,100	299,300
3251	Value in kind	158890.00	158,890	158,890	158,890
3260	TV	187397.28	150,000	150,000	165,000
3261	Radio	1089.18	0	0	0
3270	Internet TV	0.00	0	10,000	10,000
3300	Office support	141412.11	120,000	140,000	140,000
3310	Development support	29302.50	30,000	30,000	31,000
3510	Sales	0.00	20,000	40,000	40,000
3860	Material approval income	287600.65	305,000	322,000	326,000
3861	Material exemptions	1232.40	3,000	4,500	4,500
3899	Other incomes	5048.62	10,000	15,000	15,000
8020	Interest	9.89	0	0	0
8080	Exchange rate gains	310.92	0	0	0
TOTAL		CHF 1,571,426	1,669,890	1,800,490	1,921,690
Estimated Result		CHF -79,979.01	0	0	0

Helsinki, Finland 28th of October 2018

Proposal to the IFF General Assembly

Changing the Structure of Future Floorball Major Events

The first World Floorball Championships were played in 1996 in Sweden and after a number of different set-ups the format for the WFC was finalized in 2003. Due to the quick development and growth of the sport the present system with just a WFC Final round played with 16 teams was introduced for the Women's WFC 2013 and used since.

The discussion of the format for the Major IFF Events has continued and after the introduction of Floorball to the first major International multi-sport event – The World Games 2017, in Wroclaw, Poland it has been intensified, due to the game format used there based on the requirements of the organizer and the International World Games Association. The experience with a shorter game time, smaller teams and very intense and exiting matches, fostered a discussion of the need to change the format also for the IFF Major Events. As discussed in the IFF Associations Meeting in Bratislava 2017, the member associations were clearly in favor to change the IFF World Championships format to be more like the format of The World Games.

Based on the result from the Associations Meeting, the IFF Central Board has prepared the matter and the IFF RACC has collected input from the National Associations through a Future of Floorball questionnaire. Later based on the feedback from a number of players, coaches member associations and representatives of floorball and main media, the IFF Central Board proposes to the IFF General Assembly to decide to execute a set of initial tests for the new system during the seasons 2019 – 2020 and 2020 – 2021 in IFF Events and in other by the members selected International Events during the season 2019 and/or 2020 - 2021, after which the Floorball Community can evaluate the overall effect of the changes on both a national and international level together, with the aim that the Member Associations could then take a final decision whether to make the change for the future in the IFF General Assembly 2022.

This would mean that the tests shall be played with National Teams consisting of a maximum of 22 persons in the Team delegation, consisting of 17 players and 5 team officials. The playing time is 3 x 15 minutes effective time, with 10 minutes intermissions.

The main reason for the proposed change is not the possible future participation in multi-sport games or the Olympic Games, but to follow the global sport trends and to proactively make our sport easier accessible and more interesting for the sport audience and market. The recent discussion has clearly shown that we first need to carefully test new structures before introducing them, in order to reach our ultimate goals and the set missions and visions, but at the same time show that our sport is flexible and adaptable.

The IFF Central Board feels that there is no pressing need for the National Associations to adopt this game format to their national leagues for the time of the test, but the National Associations are of course free to test this in their national series. In the long run, the sport will have to adopt to possible multi-sport events, like some of the other team sports.

PROPOSAL TO THE IFF GENERAL ASSEMBLY

Creation of a Euro Floorball Championships, under the aegis of IFF

The Euro Floorball Tour - EFT-countries behind this proposal strongly believes, that after an extensive analysis and discussions with a number of stakeholders, that it would be in both the interest of their and the International Floorball Community to create an Euro Floorball Championships (EF) starting from 2023.

Objective

There is a growing need, not only from a competition point of view, but also from marketing and visibility aspects, to have an additional title to fight for. IFF also desperately needs more international events, to strengthen the marketing, promotion and the awareness of the sport. The Euro Floorball Championships would receive a much higher status, on the national level than the present EFT's and therefore help the national associations in their work to promote the sport through the championships. There is also a strong consideration that the proposing countries need to have more major events to organise to strengthen their position nationally, giving more valuable events for the host cities, partners and media. As the objective must be to have the WFC's played also outside of Europe, the EF would fulfil this need. The new format could also act as an entry point for countries presently ranked 5-12th to start organising Major Events.

Euro Floorball Championships (EF)

The top 7 nations from the previous WFC and the host nation will be qualified for the EF, which will be played during the WFC qualification International week in January-February, meaning that these countries are directly qualified for the next WFC, if they participate in the EF.

The tournament will be played in two balloted groups of four teams during 7 days, four days for group games and 3 days for placement, semi-final and medal matches, with a total of 20 matches. Men will play in even years and women in odd years, but always in the same year as the WFC for that gender.

The EF would be managed by IFF, in the same way as the WFC's and the U19 WFC's. The bid for organising the event would start 4,5 years in advance of the Event, with applications 4 years in advance and a decision 3 years in advance. The organising agreement must be signed at the time for the decision. IFF shall use the IFF Event Management System – Eventello to manage the entire process.

The EF will be lighter, easier and more cost-efficient to organize than the WFC. The requirements for the bidding, organizing and the arenas for the EF will be lower than for the WFC's. The EF gives the organisers a bigger flexibility to cooperate with other cities and venues, than the ones where the WFC's can be played, but still within a 90 minutes driving range from an International airport.

Responsibilities

IFF will have the overall responsibility and delegate this to the organiser via the organiser agreement and the EF Competition regulation. IFF will handle the distribution of the International TV- and Internet-TV signal.

The EF will be organised based on the IFF regulations and the requirements set in the IFF Event Handbook. The requirements for the EF will be a little above the requirements of the U19 WFC's when it comes to finances and requirements so that it is easier for smaller floorball countries to organize the event, too.

The applicants ask for an approval of the Euro Floorball Championships (EF) concept from the IFF Central Board and that IFF takes the needed measures to include the EF into the IFF International Calendar starting from 2023 and to take the needed measures to put in place the EF regulations and modified requirements by the end of Q2 in 2019.

IFF Central Board Recommendation regarding the Motion about the Creation of the Euro Floorball Championships

The IFF RACC made a questionnaire to the European associations based on the motion the EFT Countries have made for the creation of the Euro Floorball Championships to seek their view upon it.

A total of 11 countries answered the questionnaire and 9 of them were positive to the organisation of the Euro Floorball Championships in general. One responding country was unsure and there was one country which was negative to the proposal. A total of 11 countries didn't answer the questionnaire. There are four countries that are fully in favour of the EFT-country proposal

The IFF has got a lot of comments and questions that will help us in the future work with building possible Euro Floorball Championships.

Conclusions that RACC will report to the IFF CB is following

1. There is a big majority of countries that support the idea of the creation of the Euro Floorball Championships
2. There is a big majority that wants to work on the proposal as such to make it better and clearer regarding technical details
3. RACC has members from countries that are in different development phases that several countries think is necessary to have

RACC proposes to the CB that IFF propose to the GA to accept the creation of the Euro Floorball Championships and to give the task the IFF Central Board to work out the detailed solution how the Euro Floorball Championships will be played.

IFF Central Board 28.10.2018



FEDERATION IVOIRIENNE DE FLOORBALL



FEDERATION IVOIRIENNE DE FLOORBALL

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floorballivoire225@gmail.com

LE COMITE DIRECTEUR

Abidjan, 07th October 2018

PRESIDENT

N° : **090** /2018/ FIFL/CD/PDT

To:

International Floorball Federation (IFF)

Alakiventie 2

FI-00920 Helsinki, Finland

APPLICATION REQUEST FOR IFF ORDINARY MEMBERSHIP

Fédération Ivoirienne de Floorball (Cote d'Ivoire Floorball) is requesting for IFF ORDINARY MEMBERSHIPS.

According with the article 12,13 and 14 IFF Statutes, we confirmed that we adepted to the IFF constitution, laws, and all IFF competition rules are applied for Cote d'Ivoire Floorball national and international competitions.

With sincere regards,

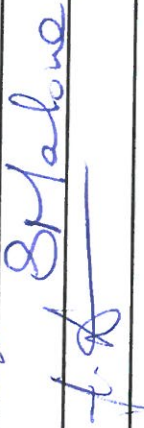
President

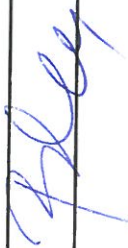
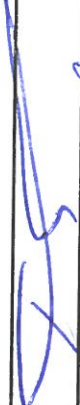
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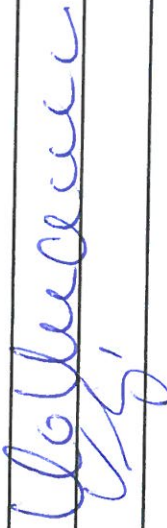
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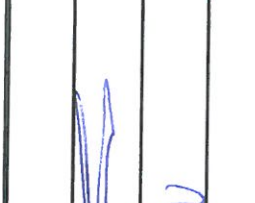
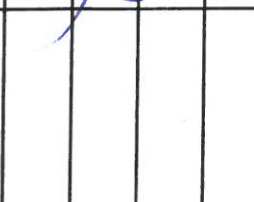
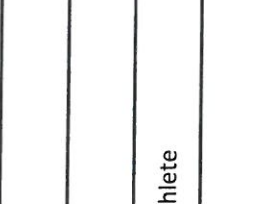
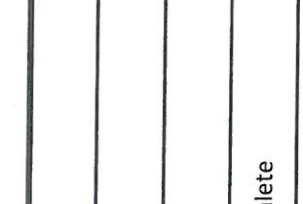
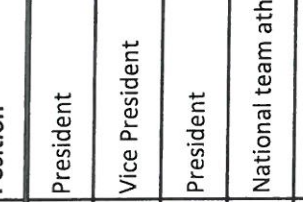
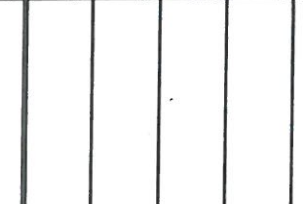
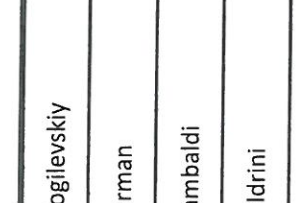
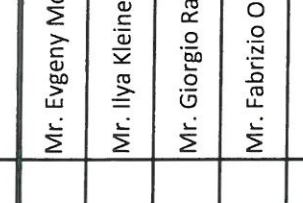
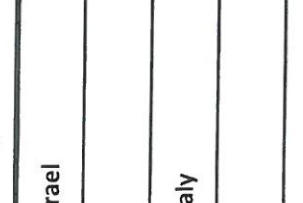
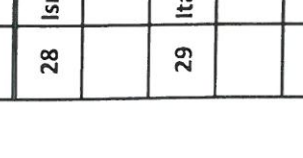
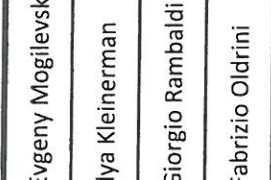
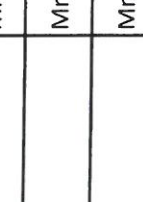
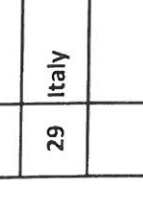
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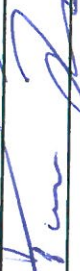
Email: floorballivoire225@gmail.com

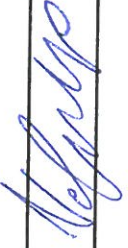
Country	Name	Position	Signature
1 Argentina			
2 Armenia	Mr. Sergey Sargsyan	President	
3 Australia	Mr. David Alexandrakis	President	
	Mr. Steve Malone	National Committee	
4 Austria	Ms. Heidi Leb	Secretary General	
	Mr. Timmo Taurer		
	Mr. Patrick Schwartz		
5 Belarus	Mr. Nikolay Karpovich	President	
	Mr. Sergey Lahoyka	Secretary General	
	Mr. Dmitry Kurenkou	National Team Coach	
6 Belgium	Ms. Rossana Mäder	Secretary General	
	Mr. Nicolas Senez	President	
7 Brazilia	Mr. Adriano Serafim	Brazilian Floorball Association representative	
8 Cameroon	Ms. Yvette Manong Mouga	President	
	Mr. Charley Olivier Lobe Priso	Secretary General	
	Mr. Bassetek Pierre Collins	Interpreter	

Country	Name	Position	Signature
9 Canada	Mr. Randy Sa'd	President	
	Mr. Frank Julien	National team General Manager	
10 China	Mr. Ching Sy Jeng	Vice President	
	Ms. Diana Zhang Jing	Secretary General	
	Mr. Michael Blazik	Advisor	
11 Cote d'Ivoire	Mr. Marcel Wadja	President	
	Mr. Didier Manland	Vice President	
12 Croatia			
13 Czech Republic	Mr. Tomas Frank	Secretary General	
	Mr. Daniel Novak	Vice President	
14 Denmark	Mr. Carsten Provstgaard Sørensen	President	
15 Estonia	Mr. Ain Lillepalu	President	
	Mr. Tõnis Teesalu	Secretary General	
16 Finland	Mr. Risto Kauppinen	President	
	Mr. Kari Lampinen	Executive Director	
17 France	Mr. Stephane Pintus		

	Country	Name	Position	Signature
18	Georgia			
19	Germany	Mr. Jan Hoffmann	President	
		Mr. Michael Volling	Board Member	
20	Haiti			
21	Hong Kong			
22	Hungary	Mr. Robert Jaczko	Secretary General	
		Mr. Laszlo Veisz	President	
23	Iceland	Mr. Atli Thor Hannesson	Secretary General	
		Mr. Bergsveinn Snorrason		
24	India	Mr. Atul Gupta		
		Ms. Chhavi Gupta		
25	Indonesia			
26	Iran			
27	Ireland			

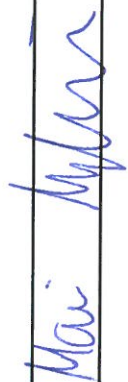
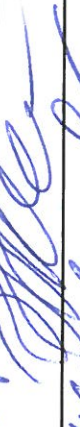
	Country	Name	Position	Signature
28	Israel	Mr. Evgeny Mogilevskiy	President	
		Mr. Ilya Kleinerman	Vice President	
29	Italy	Mr. Giorgio Rambaldi	President	
		Mr. Fabrizio Oldrini	National team athlete	
		Mr. Leonardo Lanzoni		
30	Jamaica			
31	Japan	Mr. Tsutomu Watanabe	President	
		Mr. Isao Takahashi	Senior Managing Director	
		Mr. Yoshiki Matsumura	Interpreter	
32	Kenya	Mr. Paul Maina Mwangi	President	
33	Korea	Mr. Gum Sung Kang	Secretary General	
		Mr. Hwang Joo Kim	CB member	
34	Latvia	Mr. Ilvis Petersons	President	
		Mr. Egils Sveilis	Vice President	
35	Liechtenstein	Mr. Reto Voneschen	National team coach	
36	Lithuania	Mr. Arvydas Ilgevičius	President	
		Mr. Giedrius Vilkauskas		

	Country	Name	Position	Signature
37	Malaysia			
38	Malta			
39	Moldavia			
40	Mongolia	Mr. Chojiljav Baasandavaa	Secretary General	
		Mrs. Tsetsegmaa Gonchig	Board Member	
41	Mozambique			
42	Netherlands	Ms. Dorothee Voogesang	Vice President	
		Mr. Alexander Brown		
43	New Zealand	Mr. Christian Bertschinger	Secretary General	
		Mr. Pavol Nekl	National team coach	
		Mr. Jon To	Observer	
44	Nigeria	Mr. Andrew Kalu Agbai		
		Mr. Petteri Bergius	Technical Director	
45	Norway	Mr. Jon Erik Eriksen	Vice President, Norwegian Bandy federation	
		Mr. Tomas Jonsson	Secretary General	

Country	Name	Position	Signature
46 Pakistan			
47 Philippines	Mr. Ralph Andrew Ramos	President	
48 Poland	Mr. Marek Chomnicki	President	
49 Portugal	Mr. Bogan Zajdzinski		
50 Romania	Ms. Paloma Reparaz		
51 Rwanda			
52 Russia	Ms. Yana Galkina	Central Board Member	
53 Serbia	Mr. Predrag Veljovic	Secretary General	
54 Sierra Leone			
55 Singapore	Mr. Kenneth Ho	President	
	Mr. Mohamad Sharil Bin Ismail	Management Committee Member	

Country	Name	Position	Signature
56 Slovakia	Mr. Oto Divinsky	President	
	Mr. Teo Turay	Vice President	
57 Slovenia	Mr. Nejc Šega	Member	
58 Somalia	Mr. Pontus Berger	National team head coach	
	Mr. Yoonis Hassan	President	
59 South Africa			
60 Spain	Mr. Juan Antonio Roldan	President	
61 Sweden	Mr. Göran Harnesk	Secretary General	
	Mr. Tomas Engholm	President	
62 Switzerland	Mr. Daniel Bareiss	President	
	Mr. Michael Zoss	Secretary General	
63 Thailand	Mr. Dato Seri Chaipapak Siriawat	President	
	Mr. Chanapat	Assisting Team manager	
	Mr. Graivut	Team manager	
64 Turkey	Mr. Cem Emre Tarman	President	
	Mr. Hank Vainio	Secretary General	

	Country	Name	Position	Signature
65	Uganda	Mr. Robert Zimula		
66	Ukraine	Mr. Tamuz Hidir	President	
		Mr. Danylo Abeliashvili		
67	United Kingdom	Ms. Lauren Edwards-Fowle	President	
		Mr. Pavel Cerny	IT Director	
68	United States	Mr. Ron Spence	Director	
69	Venezuela	Mr. Alejandro Russo Mendoza	President	
		Mr. Douglas Gonzalez Coronel		
	IFF Auditor	Mr. Mikael Brandstam	Auditor	
	IFF CB	Mr. Tomas Eriksson	President	
		Mr. Filip Suman	Vice President	
		Ms. Monica Birdal	Treasurer	
		Mr. Jörg Beer	Member	
		Mr. Stephen King	Member	
		Mr. Carlos Lopez	Member	
		Mr. Martin Klabere	Member	
		Mr. Kimmo Nurminen	Member	

Country	Name	Position	Signature
IFF Staff	Mr. John Liljelund	Secretary General	
	Mr. Stefan Kratz	Competition Manager	
	Ms. Sarah Mitchell	Event Manager	
	Mr. Veli Halonen	Operations Manager	
	Ms. Mari Myllärinen	Information Coordinator	
	Ms. Gitta Schmidt	Office Coordinator	
	Ms. Minna Nurminen	Media	
	Mr. Tero Kalsta	SALES COORDINATOR	
IFF Guests	Mr. Volker Bernardi	IFF Guest	
	Mr. Mike Joyce	IFF Guest	
	Ms. Jasmine Davies	Photographer	
	Mr. Kim-Alexander H. Jørstad	Observer/ IFF Appeal Committee member	
	Mr. Zhukovskii Konstantin	Observer	
	Ms. Zhukoskaia Elena	Observer	
	Ms. Platunova Svetlana	Observer	
	Steen Hoyman	SPECIAL OLYMPICS	
	Mariuz Damentko	— " —	
	Kimmo Nurminen	CB MEMBER	

Slide-Audre' Wing
PICHAI KAMENTCHIAN

NSF.
OAFCE

Slide - Audre' Wing
Pichai Kamentchian